A3273-3

1986 COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

FEBRUARY 1986

Judith L. Teich
Division of Clinical Services
Association of American Medical Colleges
Suite 200, One Dupont Circle, N.W.
Washington, D.C. 20036

ORDERS:

Orders for this publication should be addressed to:

Association of American Medical Colleges
Attention: Membership and Subscriptions
Suite 200
One Dupont Circle, N.W.
Washington, D.C. 20036

Price: $8.00

All orders of $25.00 or less for publications are available from the AAMC Office of Membership and Subscriptions and must be paid in advance. All orders above $25.00, if not prepaid, must be accompanied by institutional purchase order.
Please do not send cash.

(c) The Association of American Medical Colleges, 1986

TABLE OF CONTENTS

	Page
List of Tables	v
Introduction	ix
Chapter I: Housestaff Stipends	
Nationwide Data	1
Regional Variations	2
Affiliation Relationships	2
Hospital Ownership	3
Bedsize Groupings	3
Atypical Changes in Housestaff Stipends	3
Metropolitan Area Data	3
Volunteer and Externally Funded Residents	4
Changes in Numbers of Residency Positions	5
Training in a Staff-Model HMO	6
Chapter II: Housestaff Benefits and Policies	
Health Benefits	69
Non-Health Benefits	71
Chapter III: Housestaff Funding	
Hospital Expenditures	89
Sources of Funds	89
Appendix A: Increases for First-Year Housestaff 1969-1986	105
Appendix B: Ratios of Residents to Beds	106
Appendix C: Ratios of Post-M.D. Trainees to Beds	107
Appendix D: Minorities as a Percentage of Total Residents	108
Appendix E: Minorities as a Percentage of Total Residents and Fellows	109
Appendix F: Questionnaire for 1986 COTH Survey	110
Appendix G: Response Rate for 1986 Survey	112
Appendix H: Map of COTH Regions	113

LIST OF TABLES

Table	Subject	Page
	CHAPTER I	
	HOUSESTAFF STIPENDS	
	NATIONWIDE:	
1	Nationwide Stipends	7
2	Mean and Median Stipend Increases Nationwide by Year of Training	8
3	Index Values	9
4	Analysis of Cohort of Residents	10
	GEOGRAPHIC REGION:	
5	Comparison of Median Stipends	11
Fig. 1	Six Year Comparison of Median Salary Data	12
6	Northeast	13
7	South	14
8	Midwest	15
9	West	16
10	Mean and Median Stipend Increases by Region	17
	AFFILIATION RELATIONSHIPS:	
11	Comparison of Median Stipends	18
Fig. 2	Six Year Comparison of Median Salary Data	19
12	University-Owned	20
13	Major Affiliate	21
14	Limited Affiliate	22
15	Mean and Median Stipend Increases by Affiliation	23
	HOSPITAL OWNERSHIP:	
16	Comparison of Median Stipends	24
Fig. 3	Six Year Comparison of Median Salary Data	25
17	State-Owned	26
18	Municipally-Owned	27
19	Church-Owned	28
20	Other, Nonprofit	29
21	Veterans Administration	30
22	Mean and Median Stipend Increases by Hospital Ownership	31

Table	Subject	Page
	HOSPITAL BED SIZE:	
23	Comparison of Median Stipends	32
24	399 or Fewer Beds	33
25	400-549 Beds	34
26	550-699 Beds	35
27	700 or More Beds	36
28	Mean and Median Stipend Increases by Hospital Bed Size	37
	ATYPICAL CHANGES IN HOUSESTAFF STIPENDS:	
29	More Than A Seven Percent Increase in Stipends for 1985-86	38
30	No Increase in Stipends for 1985-86	39
	METROPOLITAN AREAS:	
31	Mean First Year Stipend Indexed to National Mean	40
32	Akron-Youngstown-Canton	41
33	Atlanta	42
34	Baltimore	43
35	Boston	44
36	Chicago	45
37	Cincinnati	46
38	Cleveland	47
39	Dallas	48
40	Detroit	49
41	District of Columbia	50
42	Hartford	51
43	Indianapolis	52
44	Long Island	53
45	Los Angeles	54
46	Milwaukee	55
47	Newark	56
48	New Orleans	57
49	New York	58
50	Philadelphia	59
51	Pittsburgh	60
52	Providence	61
53	San Francisco	62
54	Seattle	63
55	St. Louis	64
56	All Other Areas	65

Table	Subject	Page
	VOLUNTEER AND EXTERNALLY-FUNDED RESIDENTS:	
57	Volunteer and Externally-Funded Residents	66
58	Net Changes in Number of Residents	68
	CHAPTER II	
	HOUSESTAFF BENEFITS	
	HEALTH BENEFITS PROVIDED:	
59	Nationwide	74
60	Geographic Region	75
61	Affiliation Relationship	76
62	Ownership	77
63	Bed Size	78
64	Hospital Contribution to Health Insurance Premium	79
	NON-HEALTH BENEFITS:	
65	Nationwide	80
66	Geographic Region	81
67	Affiliation Relationship	82
68	Ownership	83
69	Bed Size	84
70	Provision of Meals	85
71	Annual Vacation Provided to First Year Housestaff	86
72	Annual Vacation Provided to Second Year Housestaff	87
73	Time Allotted House Officers for Attending Seminars	88
	CHAPTER III	
	HOUSESTAFF FUNDING	
	AVERAGE HOSPITAL EXPENDITURES:	
74	Average Expenditures for Residents	90
75	Average Expenditures for Clinical Fellows	91

FUNDING SOURCES:

76 Residents' Stipends and Benefits as a Percentage of Hospital's Total Operating Budget 92

77 Ratio of Fringes to Stipends for Residents 93

78 Ratio of Fringes to Stipends for Clinical Fellows 94

PERCENTAGE DISTRIBUTION OF FUNDING SOURCE:

79 Nationwide, Excluding VA 95

Fig. 4 Residents Stipends and Benefits 96

Fig. 5 Clinical Fellows Stipends and Benefits 97

80 University-Owned 98

81 Major Affiliate 99

82 Limited Affiliate 100

83 State-Owned 101

84 Municipally-Owned 102

85 Church-Owned 103

86 Other, Nonprofit 104

Introduction

The COTH Survey of Housestaff Stipends, Benefits, and Funding is published annually by the Association of American Medical Colleges (AAMC). The survey questionnaire, which appears in Appendix A, is sent to all Council of Teaching Hospital (COTH) members in April of each year. This year, either complete or partial responses were received from 369 member hospitals, an 84 percent response rate. The 369 hospitals responding to the survey reported a total of 54,170 residents and 5,851 fellows.

The report is divided into three sections: 1) data on stipends paid in 1985-86 and projected stipend levels for 1986-87; 2) health and non-health benefits provided to housestaff and their dependents; and 3) teaching hospital expenditures and sources of funding for housestaff stipends and benefits. Nationwide mean and median stipend data are displayed, and are aggregated by region, type of affiliation relationship between the hospital and medical school, the hospital's ownership, and specific bedsize categories.

Beginning with the 1984 annual survey, atypically high stipend levels have been reported, as well as the distribution of institutions which reported no increase or a decrease in stipends. Information is also included on resident-to-bed ratios for responding hospitals as calculated from 1986 survey data, as well as data on the distribution of minority residents and fellows.

Many AAMC colleagues provided assistance in the production of this document. Janie Bigelow, Survey Assistant, was invaluable in entering and editing the data and in producing the final tables; her careful and professional approach is apparent throughout.

The high response rate for this survey lends credibility to the findings. The cooperation of all participating COTH member institutions is greatly appreciated.

Judith L. Teich
Staff Associate
Division of Clinical Services

CHAPTER I

HOUSESTAFF STIPENDS

NATIONWIDE DATA (Tables 1-4)

The data in this report are based on responses to the 1986 Survey of Housestaff Stipends, Benefits, and Funding, unless otherwised indicated. The 1986 survey included questions asking for 1985-86 data and estimated 1986-87 stipend payments. Therefore, figures for 1985-86 will differ slightly from the 1985-86 data published in last year's report. This report continues a statistical methodology employed for the first time in the 1984 report, affecting Tables 2, 10,15, 22, and 28. In these tables the comparison of the median housestaff stipend increases is computed as follows: all differences between 1985-86 and 1986-87 stipends are determined for each responding hospital, then the median or middle point of these differences is computed. A parallel method is employed to determine the median of the differences by percentage increase. This differs from a simple calculation of the median stipend payment increase for all respondents as a group, which reports the difference between those two medians over a two-year period. All other tables except those listed above report the difference between the medians, the simpler of the two calculations.

Analysis of data from the 1986 Survey of Housestaff Stipends, Benefits, and Funding again indicates a reduction in the annual rate of increase in housestaff stipends. Table 1 displays the average data for the 359 institutions responding to this question; the mean first-year stipend of $22,006 represents an increase of $550 over the 1985-86 reported average first-year stipend of $21,456. This increase of $550 is $98 less than the increase of $648 reported last year. Table 2 presents the percentage increases by year of training, which further substantiates this over-all trend: a first-year mean increase of 2.6 percent; second-year, 2.6 percent; third-year, 2.7 percent; and fourth-year, 2.6 percent. In constrast, 1984-85 average resident stipend increases averaged 3.1 percent or more for each year of training. The past five years have evidenced a continuing trend toward a reduction in the rate of increase (Appendix A).

A display of "index values", comparing stipend level increases, illustrates consistent increases in payment levels, averaging six percent for each post-MD year (Table 3). Table 4 examines the increases in income received by the average resident moving from one post-MD year to the next, and receiving the adjustment to stipends. This table considers the matriculating resident whose past stipend was based, for example, on reported 1985-86 data. In reported 1986-87 data for that resident's next year of training, the potential increase from the first to second year would be 9.5 percent on average. This increase includes a step increase (the six percent increase in payment received when entering the next PGY level) and a base increase (the over-all average stipend increases for every PGY year). The first-to-second post-MD year dollar increase in last year's survey was $51 more than the same first-to-second year movement indicated in the current survey.

REGIONAL VARIATIONS (Tables 5-10)

Data from reporting institutions are analyzed by geographic region, affiliation relationship, hospital ownership, and bedsize. Table 5 compares median 1986-87 housestaff stipends by region, including data on nationwide stipends in dollars and median percentage increase. As in the past, the Northeastern region reports the highest and the Southern the lowest first-year stipend levels. It is interesting to note that the Western region reports the highest median stipend levels, except for the first-year level, a payment trend that has been evident in the past.

A review of the median percentage increases displayed in Table 5 shows the Southern region consistently below the national median, the Midwest slightly lower, and both the West and Northeast generally above the nationwide median, with increases that range from 5.1 to 17.1 percent. A six-year comparison of these regional first-year median stipends is provided in figure 1.

AFFILIATION RELATIONSHIPS (Tables 11-15)

The analyses by affiliation are based on the institution's relationship to the medical schools as reported in the COTH Directory of Educational Programs and Services. Three groups are designated as follows: university-owned, major affiliate, and limited affiliate. The definitions for affiliation are derived from the Accreditation Council for Graduate Medical Education's Directory of Residency Training Programs, but this survey separately identifies the university-owned institutions from other major affiliations, and merges the ACGME categories of "limited", "graduate", and "unaffiliated" under the COTH term, "limited affiliate".

An analysis of data by affiliation relationship (Table 11) shows the "major" affiliated institutions which constitute the majority of the sample, generally providing median stipend levels similar to those found nationwide. Hospitals that are "university-owned" show lower median stipend levels over-all, while those institutions with a "limited" affiliation provide the highest average stipend levels.

Although "limited affiliate" institutions generally pay the highest first-year stipends, they compose only 40 of the 359 institutions responding to this question. The majority of these limited affiliates are in the Northeast (21) followed by the Midwest (11) and are either non-profit (23) or church-owned (13) institutions. The distribution by bedsize is relatively equitable, with a slight majority of limited affiliates being hospitals with 400-550 beds (13).

In the past, the differential between average first-year stipends paid by "university-owned" institutions and "limited affiliate" institutions was somewhat greater. In 1984-85 there was a 7.5 percent differential; in 1985-86 the difference was 5.3 percent; and this year the differential has been reduced to 5.0 percent. Figure 2 illustrates this trend.

HOSPITAL OWNERSHIP (Tables 16-22)

The following categories are used to distinguish hospital ownership for the purposes of this survey: state-owned, municipally-owned (including county, city, and district hospitals), church-owned, other non-profit, and Veterans Administration hospitals. As in the past, state and municipally-owned hospitals had somewhat lower stipend levels than did other institutions. These two ownership categories paid approximately $1051 less to first-year residents than did church-owned or other non-profit institutions. Veterans Administration hospitals, while slightly above the average of state and municipally- owned hospitals, were also below the average stipend levels of church-owned and other non-profit institutions.

BEDSIZE GROUPINGS (Tables 23-28)

The difference in first-year stipend levels as arrayed by bed size categories again this year shows consistency rather than variation. Reported increases are within 3.3 percent of the nationwide mean.

ATYPICAL CHANGES IN HOUSESTAFF STIPENDS (Tables 29-30)

This report also displays housestaff stipend data by atypical increases in stipend levels. This year, hospitals which 1) indicated increases in the first three residency years greater than seven percent, 2) indicated no increase or a decrease in their stipend levels for all of the first three postgraduate years were found to be atypical.

For 1986-87, 17 hospitals, predominantly in the "major affiliate" category, indicated an atypically large increase. These 17 hospitals were in the same ownership and affiliation category as last year and similarly were predominantly in the Northeast.

As shown in Table 30, the total number of hospitals indicating no increases on this year's survey (101) is twice the number of hospitals in this situation last year (53). The plurality of these hospitals are located in the Midwest, and most are in the "major affiliate" category. The highest relative percentage was in the "church-owned" group, where almost forty percent of the responding institutions reported no increase in their stipends for this year. Eight of the institutions in the "no increase" group actually reported a decrease in their stipends this year; last year, only one hospital reported a decrease. The average decrease reported for those 12 hospitals was $722. Nationwide, almost twenty-nine percent of responding institutions reported no increase or a decrease in their stipends.

METROPOLITAN AREA DATA (Tables 31-56)

Those metropolitan areas with sufficient numbers (4 or more) of COTH members responding to the 1986 survey are presented for comparative purposes. The tables compare the mean first-year stipends for each of these areas to the nationwide mean, and indicate each area's lowest and highest reported stipend level. Table 32 illustrates the mean first-year stipend for these metropolitan areas indexed to the national mean stipend for the same postgraduate year.

No table is presented for areas where all responding residency programs are integrated, with all residents therefore paid the same amount.

The metropolitan areas and number of respondents follow:

Akron-Youngstown-Canton	7
Atlanta	4
Baltimore	4
Boston	11
Chicago	17
Cincinnati	5
Cleveland	4
Dallas	5
Detroit	10
District of Columbia	8
Hartford	6
Indianapolis	4
Long Island	5
Los Angeles	10
Milwaukee	7
Newark	4
New Orleans	5
New York	24
Philadelphia	14
Pittsburgh	11
Providence	5
San Francisco	7
Seattle	4
St. Louis	6

"VOLUNTEER" AND "EXTERNALLY FUNDED" RESIDENTS (Table 57)

Last year's survey asked hospitals to indicate whether they "offer any positions to 'volunteer' (unpaid) residents who do not receive funding from any source, including patient fees." A total of one hundred and seventy-three "unpaid" residents were reported to be on-duty in 1984-85, in forty-eight institutions, although sixty-four hospitals indicated that they have do sometimes offer such positions. Subsequent investigation indicated that some of the insititutions which responded affirmatively to this question were actually reporting positions that were funded from a source external to the institution, e.g., the military, a foreign country or the public health service. With this in mind, this year's questionnaire asked two separate questions on this issue, differentiating the "volunteer" residents (those not receiving funding from any source known to the hospital) from "externally-funded" residents (those sponsored by entities such as foreign governments).

A total of sixty hospitals indicated that they have "volunteer" residents on-duty in 1985-86, while fifty-three hospitals indicated that they had "externally-funded" residents on-duty during that time. The total number of "volunteer" positions reported was one hundred and ninety-eight, while three hundred and twenty-two "externally-funded" positions were reported. A number of institutions which indicated that they have "volunteer" or "externally-funded" positions did not specify the number of such positions.

As indicated by Table 57, the Western region reported the highest number of "volunteer" residents (eighty-one), while the Midwest reported the lowest (twenty-six). With regard to bedsize, hospitals with 400-549 beds reported the most such "volunteers" (eighty-six), while hospitals with 399 beds or less reported the least (seventeen.)

Reported positions for "externally-funded" residents were concentrated in the Northeast (one hundred) and the South (ninety-three). The plurality of these positions were in hospitals in the "Other Non-profit" category; as to bedsize, hospitals with 400-549 beds reported the highest number of "externally-funded" residents (one hundred twenty-eight). The second page of Table 57 displays this data by region, affiliation, control and bedsize.

A telephone survey of those institutions reporting the largest numbers of both "volunteer" and "externally-funded" residents indicated difficulty in determining whether the residents were, in fact, receiving funding from some outside source. A number of hospitals did report that certain residency programs have a tradition of sponsoring "volunteer" residents, primarily alien foreign medical graduates who are refugees; the impetus for maintaining these positions was described both as a "humanitarian" gesture and as filling the hospitals' need for "another pair of hands." While many of the positions include the same benefits as residents receiving stipends, in a few instances, hospitals reported that "volunteers" do not receive any benefits.

It appeared that several hospitals cooperating in affiliated programs were reporting the same group of individuals, so that there may be some "double-counting" in these totals.

CHANGES IN NUMBERS OF RESIDENCY POSITIONS (Table 58)

This year's survey included a question on changes in the number of residency positions being offered. This question was last asked on the 1984 survey. In 1984, overall increases were reported to be 458, and overall decreases were reported to be 196, for a net change of 262 positions. This year's survey indicates overall increases of 503, overall decreases of 246, and a net change of 246 positions. The distribution of these positions by specialty is displayed in Table 58.

In 1984, this question was analyzed in an attempt to determine whether hospital behavior had changed under the new system of prospective payments for inpatient medical care initiated by the federal Medicare program. A resident-to-bed adjustment, resulting in a percentage increase in the per-case payments to teaching hospitals, represents both the indirect teaching costs and a proxy for factors which increase the cost of patient care in teaching hospitals. Because the adjustment is based on the number of residents in an institution, some analysts have suggested that there exists the possibility that the incentives inherent in this payment policy

would affect hospitals' behavior, resulting in an increase in the number of residents in order to increase payments from Medicare. Analyses from the 1984 data suggested that the Prospective Payment System had not, in fact, altered hospital behavior regarding actions taken to increase or decrease residency programs. This year's data on changes in residency positions continue to support the assumption that hospitals' behavior in this regard had not been significantly affected by PPS.

TRAINING IN A STAFF-MODEL HMO

This year's questionnaire included a question asking the hospitals whether any of their housestaff received a portion of their training in a staff-model HMO, and if yes, how many full-time equivalent (FTE) positions were involved in this type of training. Thirty-three institutions answered "yes" to this question, although only twenty-three of these indicated a specific number of FTEs. Of these twenty-three, twelve (52%) indicated that they had between one and five FTEs, seven (30%) reported from six to twenty FTEs, and four (17%) reported over twenty FTEs.

Table 1

Nationwide Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	359	$20,715	$21,600	$22,006	$22,943
2nd Post-MD Year	358	21,800	23,100	23,491	24,500
3rd Post-MD Year	358	22,768	24,325	24,812	25,800
4th Post-MD Year	357	23,898	25,540	26,086	27,235
5th Post-MD Year	345	24,953	26,740	27,322	28,806
6th Post-MD Year	284	25,644	28,000	28,562	30,819
		1985-86			
1st Post-MD Year	364	$20,186	$21,080	$21,456	$22,386
2nd Post-MD Year	363	21,218	22,450	22,893	23,832
3rd Post-MD Year	363	22,300	23,592	24,157	25,048
4th Post-MD Year	362	23,288	24,764	25,414	26,442
5th Post-MD Year	351	24,300	25,968	26,616	27,884
6th Post-MD Year	290	25,030	26,914	27,793	29,700

Table 2

Mean and Median Stipend Increases Nationwide, by Year of Training
1986-87 Compared with 1985-86

	Dollar Increases		Percentage Increases	
Year of Training	Median	Mean	Median	Mean
1st Post-MD Year	$ 520	$ 550	2.5%	2.6%
2nd Post-MD Year	650	598	2.9	2.6
3rd Post-MD Year	733	655	3.1	2.7
4th Post-MD Year	776	672	3.1	2.6
5th Post-MD Year	772	706	3.0	2.7
6th Post-MD Year	1,086	769	4.0	2.8

Table 3

Index Values for Average Nationwide Housestaff Stipends for 1986-87,
By Year of Training

	Index Value: 1986-87	
Year of Training	Median	Mean
1st Post-MD Year	1.00	1.00
2nd Post-MD Year	1.07	1.07
3rd Post-MD Year	1.13	1.13
4th Post-MD Year	1.18	1.19
5th Post-MD Year	1.24	1.24
6th Post-MD Year	1.30	1.30

* The index value is computed by dividing the median and mean stipends in each year by the median and mean stipends in the 1st Post-MD Year (the base year).

Table 4

Dollar and Percentage Increases in Nationwide Median Housestaff Stipends
Received By a Cohort of Residents

Year of Training		Dollar increases		Percentage Increases	
1985-86	1986-87	Median	Mean	Median	Mean
1st Post-MD Yr to 2nd Post-MD Yr*		$2,020	$2,035	9.6%	9.5%
2nd Post-MD Yr to 3rd Post-MD Yr		1,875	1,919	8.4	8.4
3rd Post-MD Yr to 4th Post-MD Yr		1,948	1,929	8.3	8.0
4th Post-MD Yr to 5th Post-MD Yr		1,976	1,908	8.0	7.5
5th Post-MD Yr to 6th Post-MD Yr		2,032	1,946	7.8	7.3

* In other words, when a 1985-86 first year resident moved ahead to the second year in the program, that resident received an average 9.5 percent increase because both a step increase and a base stipend increase took effect.

Table 5

A Comparison of Median Housestaff Stipends for 1986-87,
By Year of Training and Geographic Region

Year of Training	Northeastern	Southern	Midwestern	Western	Nationwide
	1986-87 Median Stipend, by Region				
1st Post-MD Year	$22,703	$20,280	$21,300	$21,632	$21,600
2nd Post-MD Year	24,188	20,993	22,590	25,210	23,100
3rd Post-MD Year	25,500	22,008	23,643	27,158	24,325
4th Post-MD Year	26,900	22,963	24,668	28,845	25,540
5th Post-MD Year	28,644	23,876	25,764	30,532	26,740
6th Post-MD Year	30,129	24,403	26,900	32,800	28,000
	1986-87 Median Stipend as Percent of Nationwide Median, by Region				
1st Post-MD Year	105.1%	93.9%	98.6%	100.1%	100.0%
2nd Post-MD Year	104.7	90.9	97.8	109.1	100.0
3rd Post-MD Year	104.8	90.5	97.2	111.6	100.0
4th Post-MD Year	105.3	89.9	96.6	112.9	100.0
5th Post-MD Year	107.1	89.2	96.4	114.2	100.0
6th Post-MD Year	107.6	87.2	96.1	117.1	100.0

Figure 1:
First Post–M.D. Year Median Salary Data: A Six Year Comparison by Region

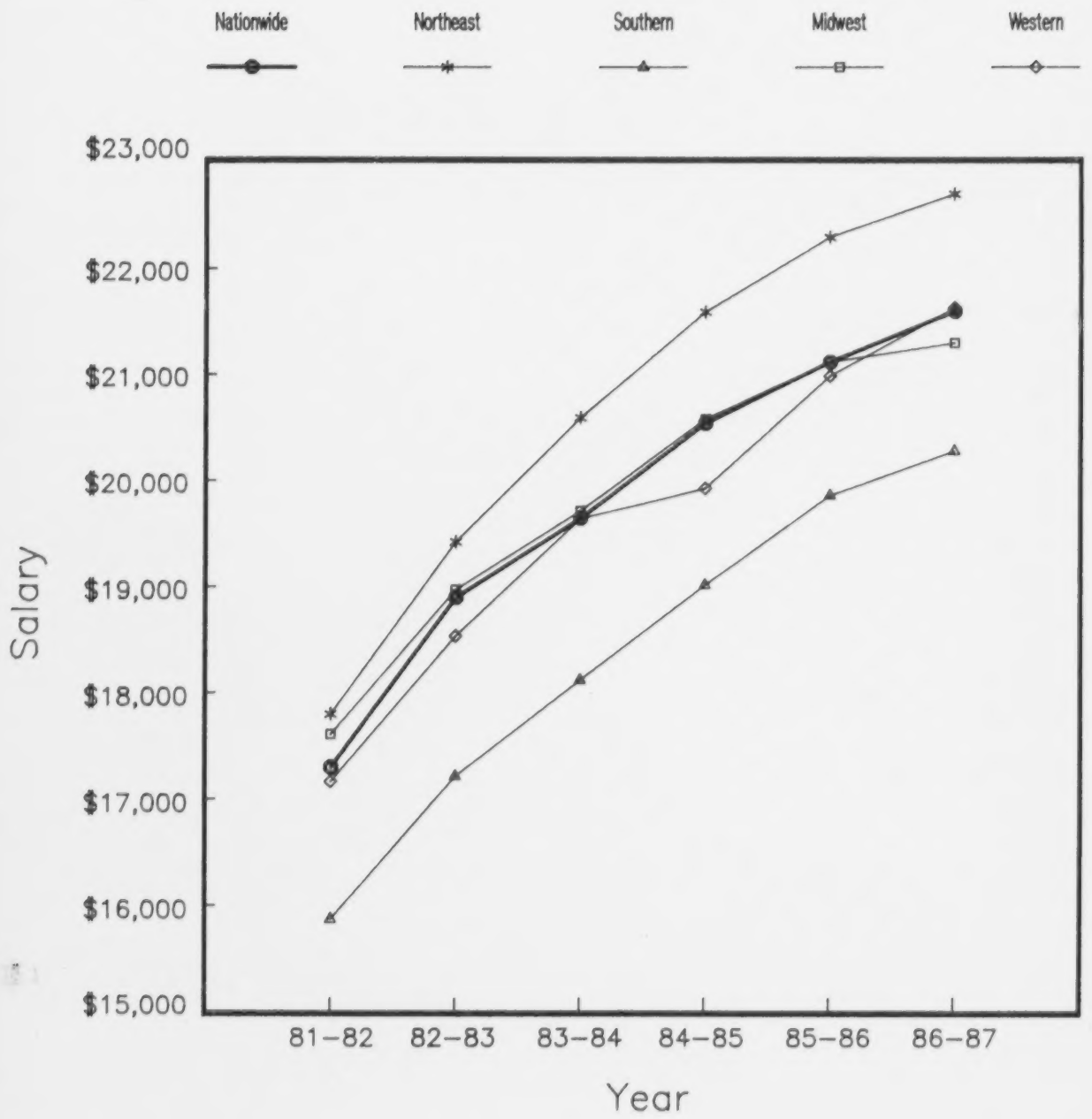


Table 6

Northeastern Region: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	133	$21,621	$22,703	$23,378	$24,660
2nd Post-MD Year	132	23,200	24,188	25,020	26,403
3rd Post-MD Year	132	24,325	25,500	26,531	28,025
4th Post-MD Year	131	25,725	26,900	27,866	29,875
5th Post-MD Year	126	27,000	28,644	29,275	31,124
6th Post-MD Year	106	28,452	30,129	30,641	33,131
		1985-86			
1st Post-MD Year	135	$21,000	$22,100	$22,777	$24,287
2nd Post-MD Year	134	22,374	23,675	24,362	25,886
3rd Post-MD Year	134	23,600	24,900	25,853	27,307
4th Post-MD Year	133	24,943	26,200	27,131	28,910
5th Post-MD Year	129	26,390	27,669	28,461	30,519
6th Post-MD Year	107	27,755	29,420	29,886	32,162

Table 7

Southern Region: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	73	$19,243	$20,280	$20,059	$20,910
2nd Post-MD Year	73	20,400	20,993	21,169	22,132
3rd Post-MD Year	73	21,453	22,008	22,144	23,290
4th Post-MD Year	73	22,278	22,963	23,177	24,420
5th Post-MD Year	71	23,050	23,876	24,113	25,572
6th Post-MD Year	62	23,550	24,403	24,908	26,127
		1985-86			
1st Post-MD Year	76	$18,980	$19,845	$19,585	$20,178
2nd Post-MD Year	76	19,819	20,544	20,622	21,340
3rd Post-MD Year	76	20,628	21,440	21,566	22,418
4th Post-MD Year	76	21,660	22,393	22,582	23,762
5th Post-MD Year	74	22,450	23,265	23,506	24,922
6th Post-MD Year	65	23,000	24,300	24,302	25,743

Table 8

Midwestern Region: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	103	$20,600	$21,300	$21,486	$22,266
2nd Post-MD Year	103	21,650	22,590	22,559	23,388
3rd Post-MD Year	103	22,600	23,643	23,611	24,540
4th Post-MD Year	103	23,640	24,668	24,732	25,725
5th Post-MD Year	98	24,700	25,764	25,659	26,890
6th Post-MD Year	75	25,310	26,900	26,695	28,002
		1985-86			
1st Post-MD Year	103	$20,364	$21,118	$21,055	$21,640
2nd Post-MD Year	103	21,384	22,100	22,108	22,760
3rd Post-MD Year	103	22,305	23,150	23,120	23,800
4th Post-MD Year	103	23,218	24,216	24,215	24,995
5th Post-MD Year	98	24,273	25,300	25,142	26,016
6th Post-MD Year	77	24,900	26,327	26,047	27,076

Table 9

Western Region: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	45	$20,862	$21,632	$22,206	$23,592
2nd Post-MD Year	45	22,785	25,210	24,790	26,574
3rd Post-MD Year	45	24,085	27,158	26,706	29,477
4th Post-MD Year	45	25,585	28,845	28,574	31,562
5th Post-MD Year	45	27,085	30,532	30,360	33,591
6th Post-MD Year	38	28,200	32,800	32,159	35,000
		1985-86			
1st Post-MD Year	45	$20,208	$20,900	$21,517	$23,100
2nd Post-MD Year	45	22,250	24,128	24,073	25,700
3rd Post-MD Year	45	23,500	25,937	25,766	28,100
4th Post-MD Year	45	25,000	28,100	27,772	30,201
5th Post-MD Year	45	27,085	29,933	29,531	31,927
6th Post-MD Year	38	27,150	31,836	31,238	33,571

Table 10

Mean and Median Stipend Increases by Region and Year of Training
1986-87 Compared with 1985-86

Dollar Increases, by Region

	Northeastern		Southern		Midwestern		Western	
Year of Training	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$ 603	$ 601	$ 435	$ 674	$ 182	$ 431	$ 732	$ 689
2nd Post-MD Year	513	658	449	547	490	451	1,082	717
3rd Post-MD Year	600	678	568	578	493	491	1,221	940
4th Post-MD Year	700	735	570	595	452	517	745	802
5th Post-MD Year	975	814	611	607	464	517	599	829
6th Post-MD Year	709	755	103	606	573	648	964	921

Percentage Increases, by Region

1st Post-MD Year	2.7%	2.6%	2.2%	3.4%	0.9%	2.0%	3.5%	3.2%
2nd Post-MD Year	2.2	2.7	2.2	2.7	2.2	2.0	4.5	3.0
3rd Post-MD Year	2.4	2.6	2.6	2.7	2.1	2.1	4.7	3.6
4th Post-MD Year	2.7	2.7	2.5	2.6	1.9	2.1	2.7	2.9
5th Post-MD Year	3.5	2.9	2.6	2.6	1.8	2.1	2.0	2.8
6th Post-MD Year	2.4	2.5	0.4	2.5	2.2	2.5	3.0	2.9

Table 11

A Comparison of Median Housestaff Stipends for 1986-87,
By Year of Training and Hospital Affiliation

Year of Training	University-Owned	Major Affiliate	Limited Affiliate	Nationwide
	1986-87 Median Stipend, by Affiliation Relationship			
1st Post-MD Year	$20,985	$21,621	$22,075	$21,600
2nd Post-MD Year	22,228	23,140	23,965	23,100
3rd Post-MD Year	23,631	24,340	25,080	24,325
4th Post-MD Year	24,916	25,540	26,722	25,540
5th Post-MD Year	26,000	26,740	27,900	26,740
6th Post-MD Year	27,076	28,043	29,000	28,000
	1986-87 Median Stipend as Percent of Nationwide Median, by Affiliation Relationship			
1st Post-MD Year	97.2%	100.1%	102.2%	100.0%
2nd Post-MD Year	96.2	100.2	103.7	100.0
3rd Post-MD Year	97.1	100.1	103.1	100.0
4th Post-MD Year	97.6	100.0	104.6	100.0
5th Post-MD Year	97.2	100.0	104.3	100.0
6th Post-MD Year	96.7	100.2	103.6	100.0

Figure 2:
First Post-M.D. Year Median Salary Data: A Six Year Comparison by Affiliation

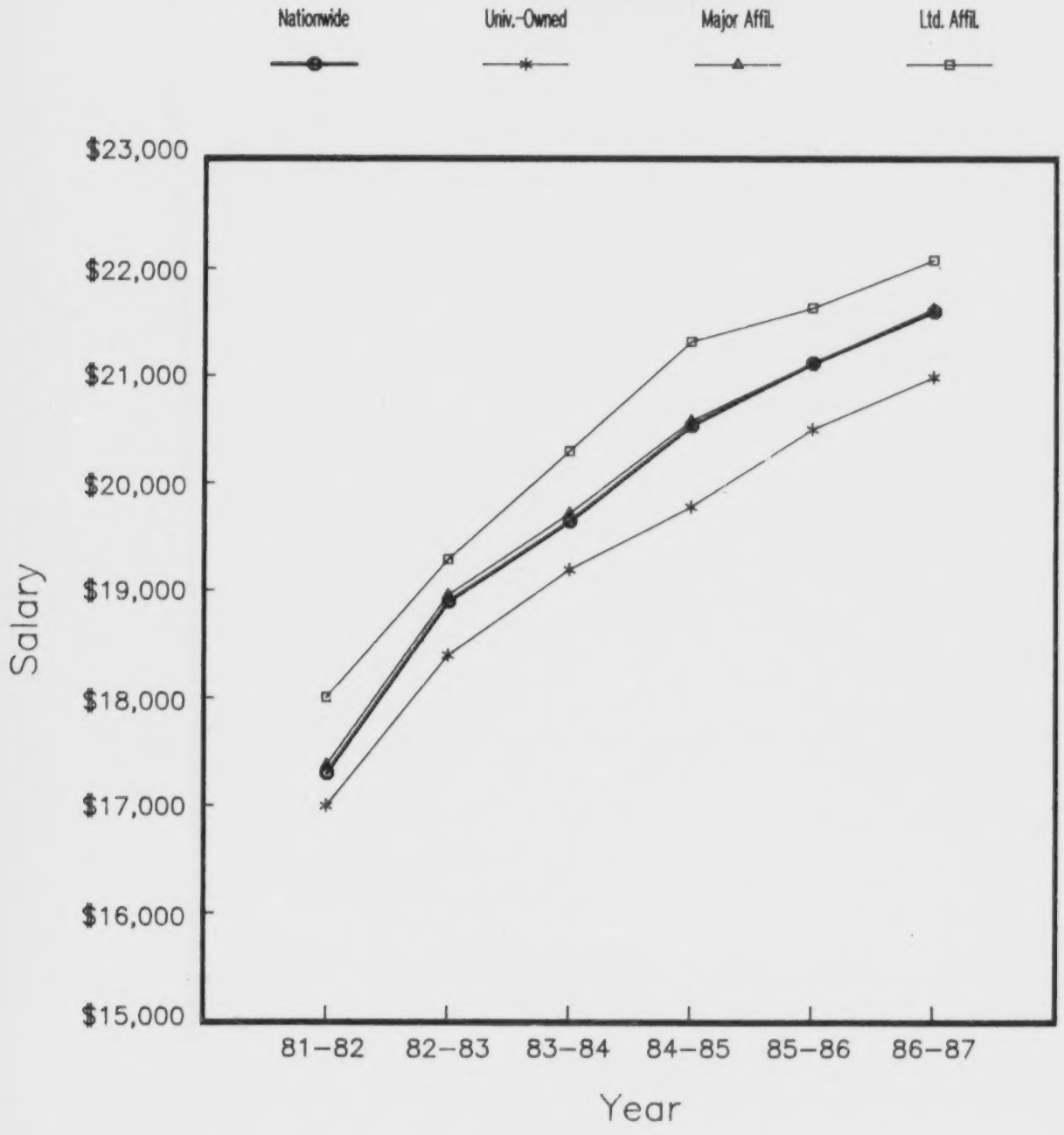


Table 12

University-Owned Hospitals: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	52	$20,300	$20,985	$21,448	$22,072
2nd Post-MD Year	52	21,424	22,228	22,846	23,483
3rd Post-MD Year	52	22,400	23,631	24,089	24,708
4th Post-MD Year	52	23,150	24,916	25,371	26,002
5th Post-MD Year	52	23,900	26,000	26,588	27,250
6th Post-MD Year	48	24,400	27,076	27,634	28,572
		1985-86			
1st Post-MD Year	53	$19,904	$20,767	$20,894	$21,745
2nd Post-MD Year	53	20,799	22,105	22,256	23,150
3rd Post-MD Year	53	21,600	23,106	23,300	24,310
4th Post-MD Year	53	22,712	24,503	24,706	25,657
5th Post-MD Year	53	23,734	25,646	25,873	27,085
6th Post-MD Year	49	24,304	26,800	26,908	28,400

Table 13

Major Affiliate: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	255	$20,684	$21,621	$22,000	$22,800
2nd Post-MD Year	254	21,800	23,140	23,485	24,300
3rd Post-MD Year	254	22,768	24,340	24,806	25,800
4th Post-MD Year	252	23,700	25,540	26,067	27,186
5th Post-MD Year	241	24,922	26,740	27,264	28,806
6th Post-MD Year	204	25,644	28,043	28,601	30,819
		1985-86			
1st Post-MD Year	259	$20,200	$21,100	$21,454	$22,100
2nd Post-MD Year	258	21,147	22,374	22,887	23,816
3rd Post-MD Year	258	22,300	23,592	24,177	25,048
4th Post-MD Year	256	23,218	24,743	25,398	26,300
5th Post-MD Year	246	24,300	25,900	26,589	27,775
6th Post-MD Year	210	25,030	27,024	27,815	29,643

Table 14

Limited Affiliate: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	40	$21,000	$22,075	$22,331	$23,460
2nd Post-MD Year	40	22,400	23,965	23,868	24,648
3rd Post-MD Year	40	23,500	25,080	25,198	26,042
4th Post-MD Year	41	24,800	26,722	26,561	27,435
5th Post-MD Year	40	25,575	27,900	28,069	29,400
6th Post-MD Year	25	26,500	29,000	28,954	30,819
		1985-86			
1st Post-MD Year	40	$20,571	$21,674	$21,824	$22,767
2nd Post-MD Year	40	22,000	23,321	23,316	23,832
3rd Post-MD Year	40	23,000	24,419	24,611	25,236
4th Post-MD Year	41	24,045	25,610	25,918	26,712
5th Post-MD Year	40	25,126	27,200	27,244	28,272
6th Post-MD Year	24	25,660	27,894	28,375	30,900

Table 15

Mean and Median Stipend Increases by Hospital Affiliation Relationship and Year of Training
1986-87 Compared with 1985-86

Dollar Increases, by Affiliation Relationship

Year of Training	University-Owned		Major Affiliate		Limited Affiliate	
	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$218	$554	$ 521	$546	$ 401	$507
2nd Post-MD Year	123	590	766	598	644	552
3rd Post-MD Year	525	789	748	629	661	587
4th Post-MD Year	413	665	797	669	1,112	643
5th Post-MD Year	354	715	840	675	700	825
6th Post-MD Year	276	726	1,019	786	1,106	579

Percentage Increases, by Affiliation Relationship

1st Post-MD Year	1.0%	2.7%	2.5%	2.5%	1.2%	2.3%
2nd Post-MD Year	0.6	2.7	3.4	2.6	2.8	2.4
3rd Post-MD Year	2.3	3.4	3.2	2.6	2.7	2.4
4th Post-MD Year	1.7	2.7	3.2	2.6	4.3	2.5
5th Post-MD Year	1.4	2.8	3.2	2.5	2.6	3.0
6th Post-MD Year	1.0	2.7	3.8	2.8	4.0	2.0

Table 16

A Comparison of Median Housestaff Stipends for 1986-87,
By Year of Training and Hospital Ownership

Year of Training	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit	Veterans Administration	Nationwide
	1986-87 Median Stipend, by Hospital Ownership					
1st Post-MD Year	$20,910	$21,084	$21,632	$21,961	$21,065	$21,600
2nd Post-MD Year	22,132	22,594	22,796	23,268	22,652	23,100
3rd Post-MD Year	23,290	23,860	23,941	24,675	23,671	24,325
4th Post-MD Year	24,503	25,150	25,238	25,950	25,000	25,540
5th Post-MD Year	25,695	26,428	26,400	27,050	25,856	26,740
6th Post-MD Year	26,774	28,070	27,029	28,514	27,851	28,000
	1986-87 Median Stipend as Percent of Nationwide Median, by Hospital Ownership					
1st Post-MD Year	96.8%	97.6%	100.1%	101.7%	97.5%	100.0%
2nd Post-MD Year	95.8	97.8	98.7	100.7	98.1	100.0
3rd Post-MD Year	95.7	98.1	98.4	101.4	97.3	100.0
4th Post-MD Year	95.9	98.5	98.8	101.6	97.9	100.0
5th Post-MD Year	96.1	98.8	98.7	101.2	96.7	100.0
6th Post-MD Year	95.6	100.3	96.5	101.8	99.5	100.0

Figure 3:
First Post–M.D. Year Median Salary Data: A Six Year Comparison by Type of Ownership

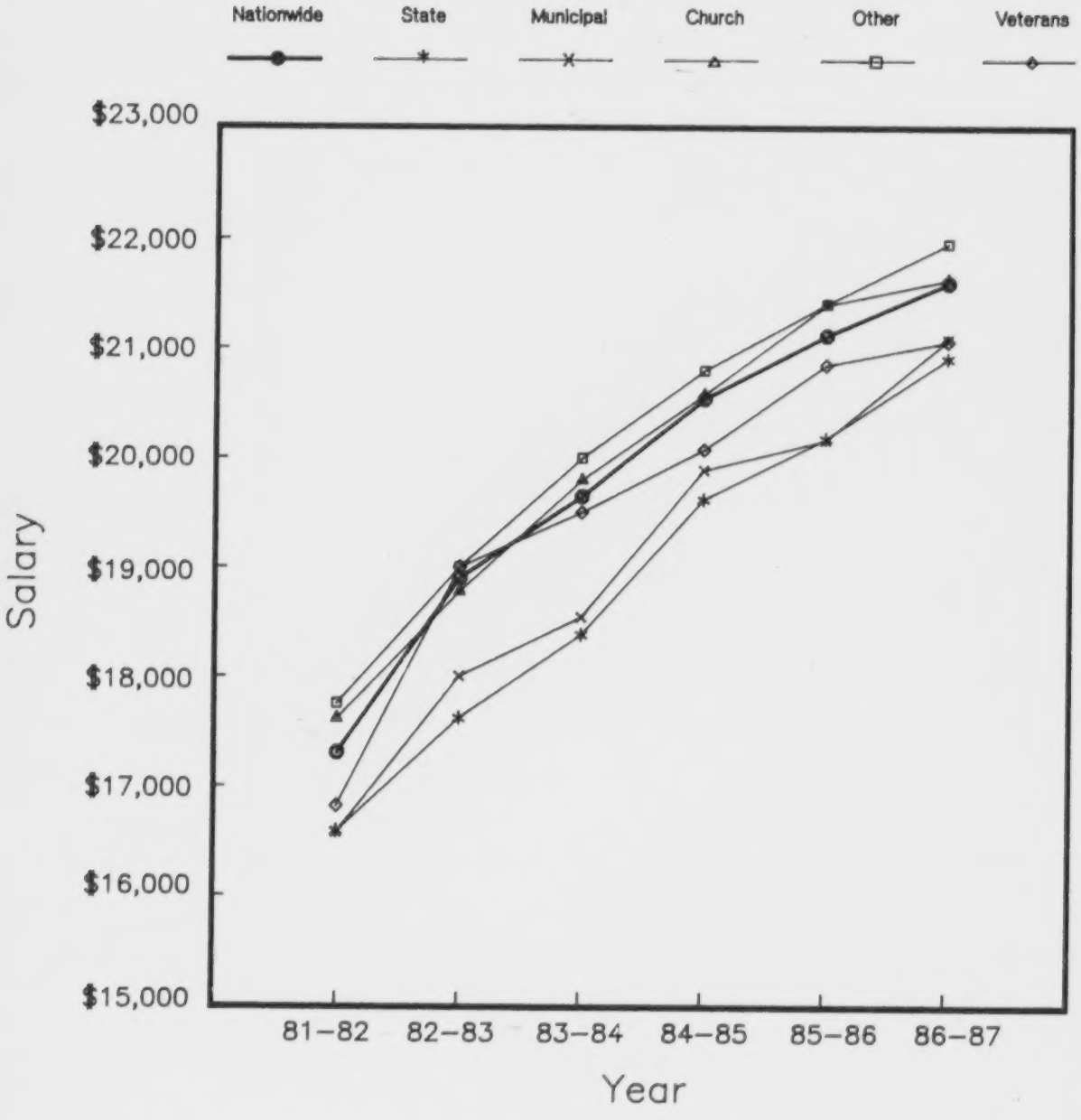


Table 17

State-Owned Hospitals: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	39	$20,257	$20,910	$21,268	$21,925
2nd Post-MD Year	39	20,983	22,132	22,643	23,200
3rd Post-MD Year	39	22,008	23,290	23,918	24,500
4th Post-MD Year	39	23,025	24,503	25,244	25,760
5th Post-MD Year	39	23,900	25,695	26,487	27,085
6th Post-MD Year	37	24,650	26,774	27,551	28,400
		1985-86			
1st Post-MD Year	40	$19,430	$20,208	$20,719	$21,925
2nd Post-MD Year	40	20,646	21,504	22,092	23,150
3rd Post-MD Year	40	21,269	22,626	23,141	24,085
4th Post-MD Year	40	22,278	23,904	24,630	25,600
5th Post-MD Year	40	23,125	25,200	25,830	27,085
6th Post-MD Year	38	24,304	26,124	26,866	28,585

Table 18

Municipally-Owned Hospitals: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	34	$20,163	$21,084	$21,935	$23,222
2nd Post-MD Year	34	21,100	22,594	23,899	26,445
3rd Post-MD Year	34	22,119	23,860	25,413	28,996
4th Post-MD Year	34	23,148	25,150	26,712	29,881
5th Post-MD Year	34	24,200	26,428	27,979	31,919
6th Post-MD Year	32	25,000	28,070	29,289	33,131
		1985-86			
1st Post-MD Year	34	$19,860	$20,364	$21,222	$22,767
2nd Post-MD Year	34	20,952	22,400	23,114	25,174
3rd Post-MD Year	34	21,600	23,505	24,570	27,355
4th Post-MD Year	34	22,200	24,519	25,823	29,394
5th Post-MD Year	34	23,000	25,900	27,046	30,790
6th Post-MD Year	32	23,900	26,900	28,232	31,587

Table 19

Church-Owned Hospitals: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	48	$20,788	$21,632	$22,004	$22,500
2nd Post-MD Year	48	21,800	22,796	23,413	24,000
3rd Post-MD Year	48	23,000	23,941	24,655	25,175
4th Post-MD Year	48	24,100	25,238	25,831	26,600
5th Post-MD Year	46	25,200	26,400	26,995	28,160
6th Post-MD Year	30	26,100	27,029	27,988	30,000
		1985-86			
1st Post-MD Year	48	$20,600	$21,100	$21,555	$22,000
2nd Post-MD Year	48	21,800	22,488	22,960	23,504
3rd Post-MD Year	48	22,800	23,592	24,159	24,596
4th Post-MD Year	48	23,900	24,768	25,298	25,768
5th Post-MD Year	46	25,000	26,187	26,448	27,500
6th Post-MD Year	30	25,660	26,761	27,301	28,447

Table 20

Other, Nonprofit Hospitals: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	168	$21,000	$21,961	$22,261	$23,109
2nd Post-MD Year	167	22,240	23,268	23,727	24,515
3rd Post-MD Year	167	23,400	24,675	25,050	25,800
4th Post-MD Year	166	24,500	25,950	26,358	27,315
5th Post-MD Year	156	25,340	27,050	27,615	28,806
6th Post-MD Year	121	26,841	28,514	28,951	30,819
		1985-86			
1st Post-MD Year	171	$20,408	$21,321	$21,675	$22,470
2nd Post-MD Year	170	21,736	22,538	23,069	23,816
3rd Post-MD Year	170	22,776	23,850	24,363	25,000
4th Post-MD Year	169	23,936	25,015	25,623	26,395
5th Post-MD Year	160	25,000	26,210	26,831	27,800
6th Post-MD Year	125	25,919	27,755	28,191	29,700

Table 21

Veterans Administration Hospitals: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	64	$20,280	$21,065	$21,761	$22,750
2nd Post-MD Year	64	21,291	22,652	23,171	24,014
3rd Post-MD Year	64	22,152	23,671	24,467	25,181
4th Post-MD Year	64	23,148	25,000	25,689	26,754
5th Post-MD Year	64	23,969	25,856	26,920	28,064,
6th Post-MD Year	61	25,315	27,851	28,300	29,700
		1985-86			
1st Post-MD Year	65	$19,743	$20,850	$21,307	$22,304
2nd Post-MD Year	65	20,646	22,290	22,684	23,286
3rd Post-MD Year	65	21,735	23,418	23,949	24,465
4th Post-MD Year	65	22,660	24,532	25,147	25,746
5th Post-MD Year	65	23,734	25,515	26,371	27,545
6th Post-MD Year	62	24,578	26,758	27,566	29,420

Table 22

Mean and Median Stipend Increases by Hospital Ownership and Year of Training

1986-87 Compared with 1985-86

Year of Training	State-Owned		Municipally-Owned		Church-Owned		Other, Nonprofit		Veterans Administration	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Hospital Ownership										
1st Post-MD Year	$702	$549	$ 720	$ 713	$532	$449	$640	$586	$ 215	$454
2nd Post-MD Year	628	551	194	785	308	453	730	658	362	487
3rd Post-MD Year	664	777	355	843	349	496	825	687	253	518
4th Post-MD Year	599	614	631	889	470	533	935	735	468	542
5th Post-MD Year	495	657	528	933	213	547	840	784	341	549
6th Post-MD Year	650	685	1,170	1,057	268	687	759	760	1,093	734
Percentage Increases, by Hospital Ownership										
1st Post-MD Year	3.5%	2.6%	3.5%	3.4%	2.5%	2.1%	3.0%	2.7%	1.0%	2.1%
2nd Post-MD Year	2.9	2.5	0.9	3.4	1.4	2.0	3.2	2.9	1.6	2.1
3rd Post-MD Year	2.9	3.4	1.5	3.4	1.5	2.1	3.5	2.8	1.1	2.2
4th Post-MD Year	2.5	2.5	2.6	3.4	1.9	2.1	3.7	2.9	1.9	2.2
5th Post-MD Year	1.2	2.5	2.0	3.4	0.8	2.1	3.2	2.9	1.3	2.1
6th Post-MD Year	2.5	2.5	4.3	3.7	1.0	2.5	2.7	2.7	4.1	2.7

Table 23

A Comparison of Median Housestaff Stipends for 1986-87,
By Year of Training and Hospital Bed Size

Year of Training	399 or Fewer	400-549	550-699	700 or More	Nationwide
	1986-87 Median Stipend, by Hospital Bed Size				
1st Post-MD Year	$21,395	$21,475	$21,672	$21,844	$21,600
2nd Post-MD Year	22,785	22,796	23,268	23,275	23,100
3rd Post-MD Year	24,085	23,941	24,615	24,550	24,325
4th Post-MD Year	25,441	25,279	25,758	25,629	25,540
5th Post-MD Year	26,970	26,365	26,988	26,927	26,740
6th Post-MD Year	28,200	27,076	28,043	28,186	28,000
	1986-87 Median Stipend as Percent of Nationwide Median, by Hospital Bed Size				
1st Post-MD Year	99.0%	99.4%	100.3%	101.1%	100.0%
2nd Post-MD Year	98.6	98.6	100.7	100.7	100.0
3rd Post-MD Year	99.0	98.4	101.1	100.9	100.0
4th Post-MD Year	99.6	98.9	100.8	100.3	100.0
5th Post-MD Year	100.8	98.5	100.9	100.6	100.0
6th Post-MD Year	100.7	96.7	100.1	100.6	100.0

Table 24

Hospitals with 399 or Fewer Beds: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1986-87		
1st Post-MD Year	86	$20,715	$21,395	$21,725	$22,700
2nd Post-MD Year	85	21,650	22,785	23,183	24,154
3rd Post-MD Year	85	22,761	24,085	24,484	25,314
4th Post-MD Year	85	24,100	25,441	25,812	27,000
5th Post-MD Year	83	25,001	26,970	27,163	28,806
6th Post-MD Year	69	25,550	28,200	28,472	30,800
			1985-86		
1st Post-MD Year	86	$20,193	$20,790	$21,033	$21,950
2nd Post-MD Year	85	21,123	22,250	22,450	23,200
3rd Post-MD Year	85	22,100	23,305	23,618	24,419
4th Post-MD Year	85	23,218	24,700	24,979	26,000
5th Post-MD Year	83	24,300	25,900	26,305	27,699
6th Post-MD Year	68	24,900	27,100	27,409	28,900

Table 25

Hospitals with 400-549 Beds: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	109	$20,600	$21,475	$21,898	$22,723
2nd Post-MD Year	109	21,700	22,796	23,351	24,500
3rd Post-MD Year	109	22,600	23,941	24,613	25,800
4th Post-MD Year	109	23,600	25,279	25,942	27,289
5th Post-MD Year	101	24,350	26,365	27,033	28,796
6th Post-MD Year	83	25,000	27,076	28,186	31,297
		1985-86			
1st Post-MD Year	111	$20,140	$21,080	$21,323	$22,422
2nd Post-MD Year	111	21,050	22,374	22,717	23,850
3rd Post-MD Year	111	21,819	23,400	23,931	25,200
4th Post-MD Year	111	22,712	24,634	25,214	26,754
5th Post-MD Year	104	23,734	25,646	26,315	27,699
6th Post-MD Year	84	23,900	26,600	27,371	29,897

Table 26

Hospitals with 550-699 Beds: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1986-87			
1st Post-MD Year	68	$20,792	$21,672	$22,106	$22,818
2nd Post-MD Year	68	22,074	23,268	23,562	24,390
3rd Post-MD Year	68	23,168	24,615	24,855	25,520
4th Post-MD Year	67	24,127	25,758	26,083	27,223
5th Post-MD Year	66	25,300	26,988	27,372	28,806
6th Post-MD Year	49	26,115	28,043	28,485	29,946
		1985-86			
1st Post-MD Year	69	$20,186	$21,321	$21,583	$22,100
2nd Post-MD Year	69	21,147	22,552	22,983	23,800
3rd Post-MD Year	69	22,418	23,950	24,262	25,000
4th Post-MD Year	68	23,481	25,074	25,467	26,395
5th Post-MD Year	67	24,591	26,275	26,737	27,946
6th Post-MD Year	52	25,644	26,909	27,859	29,060

Table 27

Hospitals with 700 or More Beds: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1986-87		
1st Post-MD Year	96	$20,788	$21,844	$22,311	$23,319
2nd Post-MD Year	96	21,800	23,275	23,874	25,546
3rd Post-MD Year	96	23,000	24,550	25,296	27,435
4th Post-MD Year	96	24,000	25,629	26,495	29,224
5th Post-MD Year	95	25,000	26,927	27,732	31,470
6th Post-MD Year	83	26,100	28,186	29,057	33,251
			1985-86		
1st Post-MD Year	98	$20,200	$21,321	$21,889	$22,818
2nd Post-MD Year	98	21,504	22,638	23,412	24,949
3rd Post-MD Year	98	22,501	23,783	24,806	27,269
4th Post-MD Year	98	23,544	24,822	25,982	28,959
5th Post-MD Year	97	24,696	26,075	27,121	30,790
6th Post-MD Year	86	25,744	27,312	28,467	32,922

Table 28

Mean and Median Stipend Increases by Hospital
Bed Size and Year of Training
1986-87 Compared with 1985-86

Dollar Increases, by Hospital Bed Size

Year of Training	399 or Fewer		400-549		550-699		700 or More	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$ 605	$ 692	$395	$575	$ 351	$523	$523	$422
2nd Post-MD Year	535	733	422	634	716	579	637	462
3rd Post-MD Year	780	866	541	682	665	593	767	490
4th Post-MD Year	741	833	645	728	684	616	807	513
5th Post-MD Year	1,070	858	719	718	713	635	852	611
6th Post-MD Year	1,100	1,063	476	815	1,134	626	874	590

Percentage Increases, by Hospital Bed Size

1st Post-MD Year	2.9%	3.3%	1.9%	2.7%	1.6%	2.4%	2.5%	1.9%
2nd Post-MD Year	2.4	3.3	1.9	2.8	3.2	2.5	2.8	2.0
3rd Post-MD Year	3.3	3.7	2.3	2.8	2.8	2.4	3.2	2.0
4th Post-MD Year	3.0	3.3	2.6	2.9	2.7	2.4	3.2	2.0
5th Post-MD Year	4.1	3.3	2.8	2.7	2.7	2.4	3.3	2.3
6th Post-MD Year	4.1	3.9	1.8	3.0	4.2	2.2	3.2	2.1

Table 29

Percent of Hospitals
Indicating More Than A Seven Percent Increase in Stipends for 1986-87
In at Least the First Three Post Graduate Years

	Number Increasing >7%	Percent Increasing >7%
Geographic Region		
Northeastern (N=133)	7	5.2%
Southern (N=73)	4	5.4
Midwestern (N=103)	1	.9
Western (N=45)	5	11.1
Affiliation Relationship		
University-Owned (N=52)	3	5.7%
Major Affiliate (N=255)	13	5.0
Limited Affiliate (N=40)	1	2.5
Hospital Ownership		
State-Owned (N=39)	2	5.1%
Municipally-Owned (N=34)	2	5.8
Church-Owned (N=48)	1	2.0
Other, Nonprofit (N=168)	6	3.6
Veterans Administration (N=64)	6	9.3
Hospital Bedsize		
399 or Fewer (N=86)	4	4.6%
400-549 (N=109)	8	7.3
550-699 (N=68)	4	5.9
700 or More (N=96)	1	1.0
National (N=359)	17	4.7%

Table 30

Percent of Hospitals Indicating
No Increase or a Decrease in Stipends for 1986-87
In at Least the First Three Post Graduate Years

	Number Indicating No Increase	Percent Indicating No Increase
Geographic Region		
Northeastern (N=133)	26	19.54%
Southern (N=73)	26	35.61
Midwestern (N=103)	34	33.00
Western (N=45)	15	33.33
Affiliation Relationship		
University-Owned (N=52)	14	26.92
Major Affiliate (N=255)	78	30.58
Limited Affiliate (N=40)	9	22.50
Hospital Ownership		
State-Owned (N=39)	12	30.76%
Municipally-Owned (N=34)	8	23.52
Church-Owned (N=48)	19	39.58
Other, Nonprofit (N=168)	37	22.02
Veterans Administration (N=64)	24	37.50
Hospital Bedsize		
399 or Fewer (N=86)	21	24.41%
400-549 (N=109)	30	27.52
550-699 (N=68)	17	25.00
700 or More (N=96)	33	34.37
National (N=359)	101	28.53%

Table 31

Mean First-Year Stipend Indexed to
National Mean by City
1986-87

	Mean 1st Yr. Stipend	Index Value
National	$22,006	1.0000
Akron-Youngstown, OH	22,513	1.0230
Atlanta, GA	20,049	.9111
Baltimore, MD	20.380	.9261
Boston, MA	23,491	1.0675
Chicago, IL	21,614	.9822
Cincinnati, OH	21,463	.9753
Cleveland, OH	22,817	1.0369
Dallas, TX	19,812	.9003
Detroit, MI	22,507	1.0228
District of Columbia	21,994	.9995
Hartford, CT	22,287	1.0128
Indianapolis, IN	20,384	.9263
Long Island, NY	25,852	1.1748
Los Angeles, CA	22,523	1.0235
Milwaukee, WI	20,797	.9451
Newark, NJ	24,523	1.1144
New Orleans, LA	19,272	.8758
New York, NY	26,975	1.2258
Philadelphia, PA	22,520	1.0234
Pittsburg, PA	22,049	1.0020
Providence, RI	21,598	.9815
San Francisco, CA	23,091	1.0493
Seattle, WA	21,368	.9710
St. Louis, MO	22,410	1.0184
All Other Cities	21,246	.9655

Table 32

Akron-Youngstown-Canton, Ohio: Housestaff Stipends for 1986-87 and 1985-86, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,513	$21,000	$26,545	7
2nd Post-MD Year	23,917	22,250	28,945	7
3rd Post-MD Year	25,213	23,250	31,345	7
4th Post-MD Year	26,452	24,250	33,745	7
5th Post-MD Year	26,120	25,000	27,050	5
6th Post-MD Year	*	*	*	*
		1985-86		
1st Post-MD Year	$22,086	$21,000	$26,095	7
2nd Post-MD Year	23,452	22,250	28,445	7
3rd Post-MD Year	24,699	23,250	30,845	7
4th Post-MD Year	25,935	24,250	33,245	7
5th Post-MD Year	25,790	25,000	26,475	5
6th Post-MD Year	*	*	*	*

*Too few respondents to report data.

Table 33

Atlanta, Georgia: Housestaff Stipends for 1986-87 and 1985-86
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$20,049	$19,860	$20,616	4
2nd Post-MD Year	20,931	20,760	21,446	4
3rd Post-MD Year	21,832	21,660	22,349	4
4th Post-MD Year	22,732	22,560	23,251	4
5th Post-MD Year	23,633	23,460	24,154	4
6th Post-MD Year	24,534	24.360	25,056	4
		1985-86		
1st Post-MD Year	$20,049	$19,860	$20,616	4
2nd Post-MD Year	20,649	20,460	21,218	4
3rd Post-MD Year	21,249	21,060	21,819	4
4th Post-MD Year	21,850	21,660	22,421	4
5th Post-MD Year	22,450	22,260	23,023	4
6th Post-MD Year	23,051	22,860	23,625	4

Table 34

Baltimore, Maryland: Housestaff Stipends for 1986-87 and 1985-86
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$20,380	$20,000	$21,020	4
2nd Post-MD Year	21,930	21,250	23,120	4
3rd Post-MD Year	22,580	21,650	24,020	4
4th Post-MD Year	23,180	22,150	24,720	4
5th Post-MD Year	23,980	22,850	25,620	4
6th Post-MD Year	24,730	23,550	26,420	4
		1985-86		
1st Post-MD Year	$19,855	$19,250	$21,178	4
2nd Post-MD Year	21,328	20,250	23,124	4
3rd Post-MD Year	22,083	20,950	23,934	4
4th Post-MD Year	22,838	21,650	24,743	4
5th Post-MD Year	23,593	22,350	25,553	4
6th Post-MD Year	24,348	23,050	26,364	4

Table 35

Boston, Massachusetts: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$23,491	$21,840	$26,281	11
2nd Post-MD Post	24,669	23,025	27,350	11
3rd Post-MD Year	25,974	24,325	28,421	11
4th Post-MD Year	27,645	25,750	30,079	11
5th Post-MD Year	29,590	27,500	31,775	10
6th Post-MD Year	32,282	29,950	34,425	9
		1985-86		
1st Post-MD Year	$22,633	$21,000	$24,707	11
2nd Post-MD Year	23,794	22,150	26,007	11
3rd Post-MD Year	25,012	23,400	27,307	11
4th Post-MD Year	26,621	24,750	29,107	11
5th Post-MD Year	28,466	26,516	30,907	10
6th Post-MD Year	30,941	28,610	33,507	9

Table 36

Chicago, Illinois: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$21,614	$20,364	$23,230	17
2nd Post-MD Year	22,819	21,384	24,204	17
3rd Post-MD Year	24,002	22,428	25,181	17
4th Post-MD Year	25,429	23,544	30,597	17
5th Post-MD Year	26,328	24,696	27,288	15
6th Post-MD Year	27,446	25,896	28,572	13
		1985-86		
1st Post-MD Year	$21,358	$20,364	$22,664	17
2nd Post-MD Year	22,599	21,384	23,614	17
3rd Post-MD Year	23,703	22,428	24,567	17
4th Post-MD Year	25,146	23,544	30,597	17
5th Post-MD Year	26,005	24,696	27,200	15
6th Post-MD Year	27,143	25,896	28,825	13

Table 37

Cincinnati, Ohio: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$21,463	$20,300	$22,750	5
2nd Post-MD Year	22,660	21,291	24,154	5
3rd Post-MD Year	23,833	22,462	25,489	5
4th Post-MD Year	24,867	23,698	26,075	5
5th Post-MD Year	25,941	25,001	26,975	5
6th Post-MD Year	26,818	25,608	27,775	5
		1985-86		
1st Post-MD Year	$20,900	$19,708	$22,170	5
2nd Post-MD Year	22,067	20,671	23,713	5
3rd Post-MD Year	23,212	21,808	25,048	5
4th Post-MD Year	24,203	23,008	25,411	5
5th Post-MD Year	25,141	24,273	26,275	5
6th Post-MD Year	26,250	25,608	27,050	5

Table 38

Cleveland, Ohio: Housestaff Stipends for 1986-87 and 1985-86,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,817	$22,600	$23,325	4
2nd Post-MD Year	23,711	23,550	24,050	4
3rd Post-MD Year	24,644	24,550	24,775	4
4th Post-MD Year	25,617	25,500	25,769	4
5th Post-MD Year	26,641	26,225	26,890	4
6th Post-MD Year	27,692	26,900	28,070	4
		1985-86		
1st Post-MD Year	$22,016	$21,640	$22,725	4
2nd Post-MD Year	22,882	22,547	23,450	4
3rd Post-MD Year	23,786	23,505	24,175	4
4th Post-MD Year	24,733	24,519	24,995	4
5th Post-MD Year	25,719	25,585	26,082	4
6th Post-MD Year	26,735	26,300	27,227	4

Table 39

Dallas, Texas: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$19,812	$19,001	$20,500	5
2nd Post-MD Year	20,905	20,130	21,500	5
3rd Post-MD Year	22,972	22,155	23,500	5
4th Post-MD Year	24,063	23,265	24,500	5
5th Post-MD Year	24,063	23,265	24,500	5
6th Post-MD Year	25,223	24,300	25,644	5
		1985-86		
1st Post-MD Year	$19,612	$19,001	$19,867	5
2nd Post-MD Year	20,705	20,130	20,993	5
3rd Post-MD Year	21,798	21,235	22,152	5
4th Post-MD Year	22,772	22,155	23,148	5
5th Post-MD Year	23,863	23,265	24,300	5
6th Post-MD Year	25,023	24,300	25,644	5

Table 40

Detroit, Michigan: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,507	$21,540	$24,429	10
2nd Post-MD Year	23,298	22,240	25,206	10
3rd Post-MD Year	24,165	22,940	25,982	10
4th Post-MD Year	25,067	23,640	26,759	10
5th Post-MD Year	25,928	24,340	28,160	10
6th Post-MD Year	26,552	25,040	29,060	8
		1985-86		
1st Post-MD Year	$21,756	$21,118	$23,480	10
2nd Post-MD Year	22,498	21,818	24,390	10
3rd Post-MD Year	23,297	22,418	25,635	10
4th Post-MD Year	24,169	23,218	26,625	10
5th Post-MD Year	25,044	23,918	28,160	10
6th Post-MD Year	25,876	24,618	29,060	9

Table 41

District of Columbia: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$21,994	$19,585	$26,280	8
2nd Post-MD Year	23,982	21,736	28,000	8
3rd Post-MD Year	25,409	22,926	30,000	8
4th Post-MD Year	26,827	24,179	32,000	8
5th Post-MD Year	27,965	25,515	34,000	7
6th Post-MD Year	27,893	26,914	28,672	5
		1985-86		
1st Post-MD Year	$21,538	$19,585	$26,280	8
2nd Post-MD Year	23,489	21,736	28,000	8
3rd Post-MD Year	24,886	22,926	30,000	8
4th Post-MD Year	26,275	24,179	32,000	8
5th Post-MD Year	27,467	25,515	34,000	7
6th Post-MD Year	27,450	26,914	28,112	5

Table 42

Hartford, Connecticut: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,287	$21,600	$22,764	6
2nd Post-MD Year	23,562	22,800	24,014	6
3rd Post-MD Year	24,873	24,100	25,314	6
4th Post-MD Year	26,294	25,500	26,814	6
5th Post-MD Year	27,778	26,750	29,350	6
6th Post-MD Year	28,726	28,000	29,214	5
		1985-86		
1st Post-MD Year	$21,802	$21,400	$22,400	5
2nd Post-MD Year	23,061	22,750	23,675	5
3rd Post-MD Year	24,353	24,090	24,975	5
4th Post-MD Year	25,732	25,450	26,250	5
5th Post-MD Year	27,232	26,510	28,100	5
6th Post-MD Year	28,291	27,890	28,875	4

Table 43

Indianapolis, Indiana: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$20,384	$20,013	$21,500	4
2nd Post-MD Year	21,249	20,833	22,500	4
3rd Post-MD Year	22,114	21,653	23,500	4
4th Post-MD Year	22,979	22,473	24,500	4
5th Post-MD Year	23,844	23,293	25,500	4
6th Post-MD Year	24,709	24,113	26,500	4
		1985-86		
1st Post-MD Year	$19,822	$19,430	$21,000	4
2nd Post-MD Year	20,706	20,275	22,000	4
3rd Post-MD Year	21,589	21,119	23,000	4
4th Post-MD Year	22,473	21,964	24,000	4
5th Post-MD Year	23,356	22,808	25,000	4
6th Post-MD Year	24,239	23,653	26,000	4

Table 44

Long Island, New York: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$25,852	$23,129	$27,589	5
2nd Post-MD Year	27,875	24,490	29,981	5
3rd Post-MD Year	29,438	25,851	31,682	5
4th Post-MD Year	30,991	27,223	33,384	5
5th Post-MD Year	32,410	28,585	35,089	5
6th Post-MD Year	33,436	29,946	36,738	4
		1985-86		
1st Post-MD Year	$24,614	$21,820	$26,492	5
2nd Post-MD Year	26,548	23,104	28,436	5
3rd Post-MD Year	28,047	24,388	30,076	5
4th Post-MD Year	29,537	25,682	31,157	5
5th Post-MD Year	30,895	26,967	32,719	5
6th Post-MD Year	31,739	28,251	33,554	4

Table 45

Los Angeles, California: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,523	$20,684	$24,300	10
2nd Post-MD Year	26,041	23,229	27,231	10
3rd Post-MD Year	28,486	25,241	29,505	10
4th Post-MD Year	30,429	27,235	31,924	11
5th Post-MD Year	32,426	29,042	34,020	11
6th Post-MD Year	34,271	30,779	36,324	11
		1985-86		
1st Post-MD Year	$21,702	$19,888	$23,100	10
2nd Post-MD Year	25,134	22,552	25,700	10
3rd Post-MD Year	27,507	24,506	29,477	10
4th Post-MD Year	29,463	26,442	31,562	11
5th Post-MD Year	31,436	28,225	33,591	11
6th Post-MD Year	33,128	29,883	35,691	11

Table 46

Milwaukee, Wisconsin: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$20,797	$20,600	$21,300	7
2nd Post-MD Year	21,342	21,100	22,100	7
3rd Post-MD Year	21,915	21,600	23,100	7
4th Post-MD Year	22,548	22,100	24,100	7
5th Post-MD Year	23,213	22,600	25,100	7
6th Post-MD Year	23,600	23,100	26,100	6
		1985-86		
1st Post-MD Year	$20,734	$20,600	$21,280	7
2nd Post-MD Year	21,245	21,100	21,800	7
3rd Post-MD Year	21,826	21,600	22,480	7
4th Post-MD Year	22,468	22,100	23,540	7
5th Post-MD Year	23,141	22,600	24,600	7
6th Post-MD Year	23,526	23,100	25,660	6

Table 47

Newark, New Jersey: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$24,523	$24,128	$24,687	4
2nd Post-MD Year	26,129	25,400	26,375	4
3rd Post-MD Year	27,433	26,251	28,060	4
4th Post-MD Year	29,396	27,983	30,110	4
5th Post-MD Year	30,003	*	*	3
6th Post-MD Year	31,062	*	*	3
		1985-86		
1st Post-MD Year	$23,811	$23,037	$24,687	5
2nd Post-MD Year	25,197	24,222	26,372	5
3rd Post-MD Year	26,451	25,266	28,060	5
4th Post-MD Year	27,938	26,897	29,747	5
5th Post-MD Year	28,860	27,669	30,519	5
6th Post-MD Year	29,771	28,447	31,297	4

*Too few respondents to report data.

Table 48

New Orleans, Louisiana: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$19,272	$16,866	$21,224	5
2nd Post-MD Year	20,358	17,807	22,575	5
3rd Post-MD Year	21,319	18,716	23,475	5
4th Post-MD Year	22,491	19,656	25,279	5
5th Post-MD Year	23,565	20,457	27,085	5
6th Post-MD Year	24,180	20,932	27,990	5
		1985-86		
1st Post-MD Year	$18,925	$16,866	$20,408	5
2nd Post-MD Year	19,990	17,807	21,707	5
3rd Post-MD Year	20,934	18,716	22,572	5
4th Post-MD Year	22,082	19,656	24,307	5
5th Post-MD Year	23,132	20,457	26,043	5
6th Post-MD Year	23,733	20,932	26,913	5

Table 49

New York City, New York: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$26,975	$24,098	$29,400	24
2nd Post-MD Year	29,410	26,403	31,930	24
3rd Post-MD Year	31,895	27,810	34,830	24
4th Post-MD Year	32,991	29,488	35,860	24
5th Post-MD Year	34,113	30,857	36,920	24
6th Post-MD Year	35,050	31,666	37,800	23
		1985-86		
1st Post-MD Year	$26,412	$22,846	$29,400	27
2nd Post-MD Year	28,759	24,949	31,930	27
3rd Post-MD Year	31,168	27,265	34,830	27
4th Post-MD Year	32,257	28,189	35,860	27
5th Post-MD Year	33,365	29,110	36,920	27
6th Post-MD Year	34,306	29,874	37,800	26

Table 50

Philadelphia, Pennsylvania: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,520	$21,035	$24,660	14
2nd Post-MD Year	24,210	22,538	26,050	13
3rd Post-MD Year	25,441	23,579	27,435	13
4th Post-MD Year	26,763	24,943	29,224	13
5th Post-MD Year	28,089	25,500	31,100	13
6th Post-MD Year	29,386	26,600	32,261	11
		1985-86		
1st Post-MD Year	$21,784	$20,340	$23,485	14
2nd Post-MD Year	23,351	21,944	25,293	13
3rd Post-MD Year	24,573	23,265	26,894	13
4th Post-MD Year	25,858	24,400	28,642	13
5th Post-MD Year	27,035	25,418	30,098	13
6th Post-MD Year	28,277	25,600	31,539	11

Table 51

Pittsburgh, Pennsylvania: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,049	$21,000	$24,000	11
2nd Post-MD Year	23,462	22,400	25,115	11
3rd Post-MD Year	25,152	23,900	26,550	11
4th Post-MD Year	26,774	25,500	28,190	11
5th Post-MD Year	28,691	27,300	29,930	11
6th Post-MD Year	30,721	29,000	31,670	10
		1985-86		
1st Post-MD Year	$21,505	$20,790	$23,700	11
2nd Post-MD Year	22,756	22,374	24,500	11
3rd Post-MD Year	24,413	23,900	25,900	11
4th Post-MD Year	25,870	25,350	27,500	11
5th Post-MD Year	27,690	27,000	29,200	11
6th Post-MD Year	29,789	29,643	30,900	9

Table 52

Providence, Rhode Island: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$21,598	$21,360	$22,548	5
2nd Post-MD Year	22,874	22,644	23,793	5
3rd Post-MD Year	24,226	24,004	25,113	5
4th Post-MD Year	25,654	25,440	26,508	5
5th Post-MD Year	27,175	26,970	27,993	5
6th Post-MD Year	28,783	28,587	29,563	5
		1985-86		
1st Post-MD Year	$21,089	$20,740	$22,485	5
2nd Post-MD Year	22,256	21,985	23,340	5
3rd Post-MD Year	23,537	23,305	24,465	5
4th Post-MD Year	24,940	24,700	25,900	5
5th Post-MD Year	26,457	26,185	27,545	5
6th Post-MD Year	28,092	27,755	29,420	5

Table 53

San Francisco, California: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$23,091	$20,799	$25,709	7
2nd Post-MD Year	25,652	23,217	28,553	7
3rd Post-MD Year	27,893	24,985	31,320	7
4th Post-MD Year	30,006	26,638	33,747	7
5th Post-MD Year	31,983	28,392	35,966	7
6th Post-MD Year	33,622	29,528	37,036	5
		1985-86		
1st Post-MD Year	$22,082	$20,193	$24,331	7
2nd Post-MD Year	24,525	22,386	26,956	7
3rd Post-MD Year	26,656	24,024	29,056	7
4th Post-MD Year	28,653	25,662	31,156	7
5th Post-MD Year	30,541	27,300	33,256	7
6th Post-MD Year	31,885	28,392	34,831	5

Table 54

Seattle, Washington: Housestaff Stipends for 1986-87 and 1985-86, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
1986-87				
1st Post-MD Year	$21,368	$21,316	$21,420	4
2nd Post-MD Year	22,649	22,594	22,705	4
3rd Post-MD Year	23,918	23,860	23,978	4
4th Post-MD Year	25,212	25,150	25,276	4
5th Post-MD Year	26,493	26,428	26,562	4
6th Post-MD Year	27,770	27,704	27,840	4
1985-86				
1st Post-MD Year	$20,502	$20,208	$20,797	4
2nd Post-MD Year	21,732	21,420	22,044	4
3rd Post-MD Year	22,955	22,626	23,290	4
4th Post-MD Year	24,191	23,844	24,540	4
5th Post-MD Year	25,420	25,056	25,788	4
6th Post-MD Year	26,644	26,262	27,030	4

Table 55

St. Louis, Missouri: Housestaff Stipends for 1986-87 and 1985-86,
by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$22,410	$22,157	$23,300	6
2nd Post-MD Year	23,531	23,275	24,500	6
3rd Post-MD Year	24,687	24,400	25,700	6
4th Post-MD Year	25,819	25,000	27,000	6
5th Post-MD Year	26,767	25,000	27,500	6
6th Post-MD Year	27,746	25,000	28,404	6
		1985-86		
1st Post-MD Year	$21,581	$21,408	$22,446	6
2nd Post-MD Year	22,669	22,488	23,575	6
3rd Post-MD Year	23,784	23,592	24,748	6
4th Post-MD Year	24,759	23,500	25,985	6
5th Post-MD Year	25,674	23,500	26,485	6
6th Post-MD Year	26,605	23,500	27,312	6

Table 56

All Other Cities: Housestaff Stipends for 1986-87 and 1985-86,
by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1986-87		
1st Post-MD Year	$21,246	$12,595	$29,839	146
2nd Post-MD Year	22,656	13,234	34,325	146
3rd Post-MD Year	23,852	14,767	36,398	146
4th Post-MD Year	25,065	16,295	38,425	144
5th Post-MD Year	26,325	17,851	40,839	140
6th Post-MD Year	27,358	19,425	43,916	107
		1985-86		
1st Post-MD Year	$20,698	$16,866	$29,730	147
2nd Post-MD Year	22,067	17,807	34,200	147
3rd Post-MD Year	23,176	18,230	36,265	147
4th Post-MD Year	24,410	19,535	38,284	145
5th Post-MD Year	25,607	20,205	40,690	141
6th Post-MD Year	26,609	20,742	43,756	109

Table 57

Hospitals Reporting "Volunteer" Residents on Duty
1985-86

Hospital Category	Number of Hospitals Reporting "Volunteers"	Number Reported
Geographic Region		
Northeastern (N=138)	28	40
Southern (N=77)	11	51
Midwestern (N=103)	10	26
Western (N=46)	10	81
Affiliation Relationship		
University-Owned (N=53)	14	63
Major Affiliate (N=261)	39	132
Limited Affiliate (N=43)	6	3*
Hospital Ownership		
State-Owned (N=40)	11	46
Municipal-Owned (N=34)	4	31
Church-Owned (N=48)	7	13
Other, Nonprofit (N=174)	25	41
Veterans Administration (N=67)	11	61
Hospital Bed Size		
399 or Fewer (N=88)	11	17
400-549 (N=112)	20	86
550-699 (N=70)	15	25
700 or More (N=99)	14	68

*Not all hospitals which indicated that they do have "volunteer" residents specified the number of such positions.

Table 57, (continued)

"Externally-Funded" Residents on Duty
1985-86

Hospital Category	Number of Hospitals Reporting "Externally-Funded"	Number Reported
Geographic Region		
Northeastern (N=138)	21	100
Southern (N=77)	13	93
Midwestern (N=103)	11	54
Western (N=46)	7	35
Affiliation Relationship		
University-Owned (N=53)	24	122
Major Affiliate (N=261)	24	139
Limited Affiliate (N=43)	3	6
Hospital Ownership		
State-Owned (N=40)	19	99
Municipal-Owned (N=34)	4	74
Church-Owned (N=48)	4	23
Other, Nonprofit (N=174)	22	109
Veterans Administration (N=67)	3	4
Hospital Bed Size		
399 or Fewer (N=88)	11	48
400-549 (N=112)	17	128
550-699 (N=70)	9	43
700 or More (N=99)	16	103

Table 58

Net Changes in Number of Residents by
Specialty for All Reporting Hospitals
1985-86

Specialty	Positions Increasing	Positions Decreasing	Net Change
Anesthesiology	77	- 9	68
Emergency Medicine	41	- 2	39
Family Practice	32	-27	5
General Internal Medicine	122	-48	74
-Cardiovascular Dis.	17	- 1	16
-Oncology	3	*	3
-Pulmonary Disease	1	- 1	0
-Rheumatology	1	--	1
Neurology	6	- 4	2
Nuclear Medicine	--	- 3	- 3
OB/GYN	10	- 7	3
Ophthalmology	1	- 1	0
Pathology	5	-30	-25
Pediatrics	50	-30	20
-Neonatal	--	6	- 6
Physical Medicine & Rehab.	6	3	3
Preventive Medicine	2	--	2
Psychiatry	37	- 4	33
Radiology	14	- 5	9
-Diagnostic	6	- 3	3
-Therapeutic	--	- 5	- 5
General Surgery	26	-32	- 6
-Neurological	1	--	1
-Orthopedic	17	- 1	16
Otolaryngology	7	- 1	6
Plastic Surgery	--	- 8	- 8
Urology	1	- 3	- 2
Dental	2	- 4	- 2
Transitional Year	12	- 8	4
Osteopathy	6	--	6
Total	503	-246	247

CHAPTER II

HOUSESTAFF BENEFITS AND POLICIES

This chapter addresses the provision of health benefits, housing, meals, leave time granted for vacation and educational seminars, and other benefits. As in chapter one, the data are analyzed according to institutional groupings: region, affiliation, ownership, and bedsize.

HEALTH BENEFITS (Tables 59-64)

The health benefits referred to in the text include hospitalization (inpatient, physician services and major medical, and at least a portion of outpatient services), dental care, prescription drugs, hospital employee health service programs, and psychiatric counseling.

Hospitalization

Hospitalization continues to be the most common benefit provided by responding institutions, with 91 percent indicating they extend at least some payment for this benefit to both housestaff and their dependents. Nine percent provide hospitalization benefits to housestaff only. Nationwide, this benefit is provided at no charge to housestaff in 76 percent of responding institutions; for dependents, the full cost for health insurance premiums is provided in 60 percent of responding institutions (Table 64).

Table 60 examines these data by the four geographic regions. As in the past, the Southern region shows the lowest level of institutional provision of health benefits, with 74 percent of responding hospitals providing hospitalization for both housestaff and dependents, compared with the nationwide average of 91 percent. Comparison by affiliation relationship and by hospital bedsize shows little significant variation in the provision of this benefit; Table 62, displaying these data by type of hospital ownership, indicates that state-owned (85%) and Veterans Administration (79%) hospitals are slightly below the nationwide average.

Dental

Nationwide, 63 percent of hospitals responding to this question (340) provided dental benefits to both housestaff and dependents. This is a decrease from the 1985 survey data, which showed 70 percent providing this benefit.

Regional variation is clearly evident, with Southern hospitals providing dental benefits to both housestaff and dependents in 26 percent of the 66 respondents, and providing these benefits to housestaff only in 19 percent of the institutions. Fifty-five percent of the Southern institutions do not provide dental benefits, compared with last year's figure of thirty percent. Limited-affiliate institutions continue to provide dental coverage most often, although the percentage has declined from 84 percent on last year's survey to 73 percent this year. Church-owned institutions provide dental services in 73 percent of responding hospitals, while VA hospitals provide dental services in only 44 percent of responding hospitals, compared with

56 percent last year. The nationwide percentage for provision of dental benefits was 63 percent, slightly lower than the 1985 figure of 70 percent.

Drug Prescriptions

The percentage of hospitals providing prescription drug benefits to both their housestaff and dependents declined from 79 percent in 1985 to 69 percent this year; 11 percent of responding hospitals provided this benefit to housestaff only, and 20 percent did not provide it at all.

Hospital-Employee Health Services

Responding hospitals provide employee health services to housestaff and dependents in 29 percent of the hospitals, and 51 percent provide such services to only their housestaff. Limited-affiliated hospitals provided this benefit to both housestaff and dependents most often, in 37 percent of responding institutions.

Psychiatric Counseling

Psychiatric counseling is provided to housestaff in 62 percent of responding hospitals, with hospitals providing this benefit to housestaff most often in the West (in 74% of responding institutions) and least often in the South (50%). VA hospitals provide this benefit in 43 percent of the respondents, while 73 percent of church-owned hospitals indicated they provide the benefit to their housestaff.

Hospitals' Contributions to Health Insurance Premiums

Table 64 displays the percentage and magnitude of hospitals' contributions to housestaff and dependent health insurance premiums. Nationwide, 99 percent of responding hospitals pay some part of the costs of health insurance for housestaff, and 91 percent assume some costs for their dependents as well.

In the Southern region, 64 percent of responding hospitals pay the full cost of health insurance premiums; in the Northeastern region, 81% of responding hospitals reported that they do so. In the South, 26% of responding institutions pay the full cost for dependents in contrast to 71 percent of the responding hospitals in the Northeast, 63 percent in the Midwest, and 68 percent in the West. As to ownership category, state-owned hospitals and VA hospitals pay cost of premiums for health insurance least often; with 71 percent of state-owned and 46 percent of VA hospitals covering the full cost for housestaff, and 40 percent of state-owned and 32 percent of VA hospitals covering the full cost for dependents. Municipally-owned, church-owned, and other nonprofit hospitals all reported that they pay the full cost of the health insurance premium for housestaff and dependents more often than the nationwide average of 76 percent of responding institutions.

NON-HEALTH BENEFITS (Tables 65-70)

Non-health benefits reported in this survey include: life insurance, disability insurance, parking, housing, meals, vacation time, and time granted to attend seminars. With the exception of vacation and seminar leave, responding hospitals were asked to indicate whether they covered the full cost of these benefits, part of the cost, or none of the cost.

This year respondents were also questioned about the provision of maternity leave and the policies pertaining to this. Institutions with a specific policy pertaining to maternity leave were asked to provide a copy of that policy; a considerable number of hospitals did so, and excerpts of their policies are available upon request. Where applicable, non-health benefit data are again displayed by the COTH institutional groupings.

Life Insurance

The cost of life insurance premiums is fully covered in 70 percent of responding institutions, and part of the cost of such insurance is covered in an additional 13 percent of responding institutions. The Northeastern hospitals pay the full cost of life insurance for housestaff most frequently (76 percent of responding hospitals). When reviewing these data by ownership category, the VA hospitals pay the full cost of life insurance least often, (25 %), contrasted with the church-owned hospitals, in which 87% contribute the full cost. Sixty-eight percent of VA hospitals pay all or part of the cost compared with a nationwide average of 83 percent.

Disability Insurance

Fifty-nine percent of responding hospitals pay for some or all of the costs of disability insurance nationwide, a decline of seven percent since last year. Regionally, the full cost of this benefit is covered most often in the Northeast (67%). There is little variation by affiliation relationship, but a breakdown by hospital ownership shows other nonprofit hospitals providing the full cost of disability insurance in 70 percent of cases, while VA hospitals provide this benefit in 28 percent of responding institutions. Sixty-eight percent of responding VA hospitals respondents pay no part of the cost of disability insurance.

Parking

Nationwide, eighty-four percent of hospitals responding to the survey indicated that they paid all or part of the costs for first-year housestaff parking expenses. University-owned hospitals reported providing the full cost of parking 35 percent of the time, compared with a nationwide average of 68 percent who pay the full cost. Ninety-three percent of responding VA hospitals reported that they provide fully paid parking (Table 68).

Housing

Housing benefits are not routinely offered to first-year housestaff, but 25 percent of responding hospitals do pay part of these costs. A higher percentage of hospitals located in the Northeast provided part of the costs of housing to first-year housestaff (32%) than did institutions in other parts of the country; eighteen percent of limited-affiliate hospitals

provided the full cost of this benefit (compared with a nationwide average of 6 percent), while thirteen percent of hospitals with 700 or more beds provided full-cost housing.

Provision of Meals

Seventy-five percent of responding hospitals reported that they pay the full cost of meals provided to housestaff when "on-call". compared with a nationwide figure of 85 percent last year. Thirty-six percent of respondents pay this cost in full both when the houseofficer is on duty and when "on call" in the hospital. A high percentage of limited-affiliate hospitals (90%) report paying full cost of meals for housestaff on call. Hospitals in the Western region also report providing this benefit often (92% of cases), as do church-owned (88%) and Veterans Administration hospitals (85%).

Vacation

Forty-five percent of responding hospitals provide two weeks or less of annual leave to first-year housestaff; 57% provide three weeks to second year housestaff. Regionally, a higher percentage of hospitals located in the West provide three weeks of vacation to first-year housestaff (40%) than in the South (29%). Nationally, twenty percent of responding institutions offer four weeks or more to first-year housestaff; in the Northeast, thirty-two percent of responding hospitals do so, while in the South, this percentage is eight percent.

Leave Granted to Attend Seminars

Data on time alloted house officers for attending seminars showed some changes in this year's survey; although the percentage of hospitals allowing less than five days remained relatively constant (16% this year vs. 14% last year), the percentage of institutions allowing five days fell from 79 percent to 48 percent, while the proportion of hospitals allowing more than five days rose from six percent to thirty-six percent. Some of this variation may be due to year-by-year differences in the number of hospitals which respond "one week" (coded as 7 days) rather than a specific number of days. Many institutions which did not raise their stipend levels this year may have tended to be more liberal in their policies regarding benefits such as as educational leave.

Maternity Leave

This year's survey also asked a question concerning maternity leave policy. One hundred and ninety-five insitutions (57% of those hospitals responding to the question) indicated that they do have a specific policy. The category of leave most frequently credited was sick leave (36% of responding institutions), while maternity leave (32%) and short-term disability (18%) were also reported. Only 8% of the respondents indicated that leave without pay was credited, and 5% indicated that vacation is the category most often credited. One hundred and sixteen institutions (60% of those reporting a specific maternity leave policy) indicated that they also have a policy regarding educational responsibilities.

One hundred and thirty-two institutions answered the question regarding the entity which monitors maternity leave. Of these, ninety-one (69%) reported that the training program director has primary responsibility; thirty-nine (16%) reported that the clinical departments

handle this responsibility; eighteen (7%) reported that the medical school administration handles the issue; six (3%) reported that the housestaff office is responsible; and eight (3%) indicated "other".

As to duration of maternity leave, one hundred and eighteen institutions responded to the question of leave before delivery. Of these, sixty-seven (57%) indicated that no leave is granted prior to delivery. Twenty-five hospitals reported four weeks or less before delivery, and twenty-six hospitals reported that they allow six weeks or more prior to delivery. One hundred and twenty-six hospitals gave specific answers to the question of how much leave is granted after delivery. Of these, seventy-eight (62%) reported that they allow from six to eight weeks after delivery; thirty-three hospitals (26%) allow less than six weeks, while fifteen hospitals (12%) allow more than eight weeks, a few allowing as much as twenty-four weeks.

Table 59

Health Benefits Provided to
Housestaff and Dependents, Nationwide
1986-87

Benefit	Benefit for	Number of Hospitals	Percentage
Hospitalization	Housestaff and Dependents	309	91%
	Housestaff Only	29	9
	Not Provided	3	1
	TOTAL	341	100%
Dental	Housestaff and Dependents	213	63%
	Housestaff Only	39	12
	Not Provided	88	26
	TOTAL	340	100%
Drug Prescriptions	Housestaff and Dependents	235	69%
	Housestaff Only	38	11
	Not Provided	68	20
	TOTAL	341	100%
Hospital Employee Health Service	Housestaff and Dependents	100	29%
	Housestaff Only	173	51
	Not Provided	68	20
	TOTAL	341	100%
Psychiatric Counseling	Housestaff	215	62%
	Not Provided	131	38
	TOTAL	346	100%

Table 60

Health Benefits Provided to
Housestaff and Dependents, By Geographic Region
1986-87

Benefit	Benefit for	Geographic Region: Northeastern (N=133)	Southern (N=66)	Midwestern (N=95)	Western (N=42)	Nationwide (N=341)
Hospitalization	Housestaff and Dependents	94%	74%	96%	93%	91%
	Housestaff Only	5	24	4	7	9
	Not Provided	2	2	0	0	1
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	71%	26%	70%	76%	63%
	Housestaff Only	13	19	7	7	12
	Not Provided	17	55	23	17	26
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	71%	59%	73%	67%	69%
	Housestaff Only	11	17	6	14	11
	Not Provided	18	24	21	19	20
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	29%	21%	31%	38%	29%
	Housestaff Only	58	50	52	31	51
	Not Provided	14	29	18	31	20
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	62%	50%	68%	74%	62%
	Not Provided	39	50	32	26	38
	TOTAL	100%	100%	100%	100%	100%

Table 61

Health Benefits Provided to
Housestaff and Dependents, By Affiliation Relationship
1986-87

Benefit	Benefit for	Affiliation Relationship: University-Owned (N=52)	Major Affiliate (N=236)	Limited Affiliate (N=41)	Nationwide (N=341)
Hospitalization	Housestaff and Dependents	85%	91%	93%	91%
	Housestaff Only	15	8	7	9
	Not Provided	0	1	0	1
	TOTAL	100%	100%	100%	100%
Dental	Housestaff and Dependents	50%	63%	73%	63%
	Housestaff Only	12	12	10	12
	Not Provided	39	25	17	26
	TOTAL	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	64%	69%	68%	69%
	Housestaff Only	17	10	12	11
	Not Provided	19	21	20	20
	TOTAL	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	29%	27%	37%	29%
	Housestaff Only	42	54	46	51
	Not Provided	29	19	17	20
	TOTAL	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	68%	59%	79%	62%
	Not Provided	33	41	21	38
	TOTAL	100%	100%	100%	100%

Table 62
Health Benefits Provided to Housestaff and Dependents, By Hospital Ownership
1986-87

Benefit	Benefit for	State-Owned (N=39)	Municipally-Owned (N=32)	Church-Owned (N=48)	Other, Nonprofit (N=168)	Veterans Administration (N=48)	Nationwide (N=341)
Hospitalization	Housestaff and Dependents	85%	91%	92%	95%	79%	91%
	Housestaff Only	15	9	8	5	15	9
	Not Provided	0	0	0	0	6	1
	TOTAL	100%	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	49%	56%	73%	69%	44%	63%
	Housestaff Only	13	13	6	13	10	12
	Not Provided	39	31	21	18	46	26
	TOTAL	100%	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	72%	66%	79%	69%	58%	69%
	Housestaff Only	8	13	8	13	10	11
	Not Provided	21	22	13	19	31	20
	TOTAL	100%	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	31%	19%	35%	29%	27%	29%
	Housestaff Only	31	56	50	57	44	51
	Not Provided	39	25	15	14	29	20
	TOTAL	100%	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	64%	69%	73%	65%	43%	62%
	Not Provided	36	31	27	36	57	38
	TOTAL	100%	100%	100%	100%	100%	100%

Table 63

Health Benefits Provided to
Housestaff and Dependents, By Hospital Bed Size
1986-87

Benefit	Benefit for	Hospital Bed Size: 399 or Fewer (N=80)	400-549 (N=104)	550-699 (N=65)	700 or More (N=92)	Nationwide (N=341)
Hospitalization	Housestaff and Dependents	94%	89%	89%	90%	91%
	Housestaff Only	5	11	8	10	9
	Not Provided	1	0	3	0	1
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	68%	57%	62%	65%	63%
	Housestaff Only	9	16	9	11	12
	Not Provided	24	27	29	24	26
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	74%	64%	68%	72%	69%
	Housestaff Only	8	12	15	11	11
	Not Provided	19	25	17	17	20
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	41%	26%	22%	28%	29%
	Housestaff Only	41	51	60	52	51
	Not Provided	18	23	19	20	20
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	54%	66%	62%	64%	62%
	Not Provided	46	34	38	36	38
	TOTAL	100%	100%	100%	100%	100%

Table 64

Hospital Contribution to Health Insurance Premium
for Housestaff and Dependents
1986-87

	Percentage of Hospitals Contributing					
	Housestaff			Dependents		
	Full Cost of Premium	Part of Cost	None of Cost	Full Cost of Premium	Part of Cost	None of Cost
Nationwide (N=334)	76%	23%	1%	60%	31%	9%
Geographic Region						
Northeastern (N=128)	81	19	0	71	27	2
Southern (N=70)	64	30	6	26	41	33
Midwestern (N=89)	79	21	0	63	33	4
Western (N=42)	74	26	0	68	25	7
Affiliation Relationship						
University-Owned (N=48)	73	27	0	40	42	18
Major Affiliate (N=233)	75	23	2	60	31	9
Limited Affiliate (N=41)	83	17	0	72	25	3
Hospital Ownership						
State-Owned (N=38)	71	26	3	40	40	20
Municipally-Owned (N=29)	93	7	0	61	17	22
Church-Owned (N=47)	85	14	0	69	22	9
Other, Nonprofit (N=162)	82	17	1	68	29	3
Veterans Administration (N=52)	46	50	4	32	52	16
Hospital Bed Size						
399 or Fewer (N=79)	68	29	3	49	42	9
400-549 (N=104)	77	23	0	65	27	8
550-699 (N=57)	86	12	2	70	21	9
700 or More (N=94)	75	24	1	55	34	11

Table 65

Non-Health Benefits Provided to
First Year Housestaff, Nationwide
1986-87

Benefit	Hospital Contributes	Number of Hospitals	Percentage
Life Insurance	Full Cost	240	70%
	Part of Cost	45	13
	None of Cost	59	17
	TOTAL	344	100%
Disability	Full Cost	196	59%
	Part of Cost	29	8
	None of Cost	107	32
	TOTAL	332	100%
Parking	Full Cost	232	68%
	Part of Cost	54	16
	None of Cost	54	16
	TOTAL	340	100%
Housing	Full Cost	19	6%
	Part of Cost	60	19
	None of Cost	240	75
	TOTAL	319	100%

Table 66

Non-Health Benefits Provided to First Year Housestaff,
By Geographic Region
1986-87

Benefit	Hospital Contributes	Geographic Region: Northeastern (N=136)	Southern (N=70)	Midwestern (N=93)	Western (N=40)	Nationwide (N=344)
Life Insurance	Full Cost	76%	63%	74%	53%	70%
	Part of Cost	8	19	11	25	13
	None of Cost	16	19	15	23	17
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	67%	48%	58%	53%	59%
	Part of Cost	5	16	9	10	8
	None of Cost	29	37	33	38	32
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	59%	73%	76%	74%	68%
	Part of Cost	23	13	9	12	16
	None of Cost	17	14	15	14	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	6%	11%	4%	2%	6%
	Part of Cost	32	3	12	13	19
	None of Cost	62	86	85	85	75
	TOTAL	100%	100%	100%	100%	100%

Table 67

Non-Health Benefits Provided to First Year Housestaff,
By Affiliation Relationship
1986-87

Benefit	Hospital Contributes	Affiliation Relationship: University-Owned (N=52)	Major Affiliate (N=238)	Limited Affiliate (N=42)	Nationwide (N=344)
Life Insurance	Full Cost	60%	73%	69%	70%
	Part of Cost	19	13	7	13
	None of Cost	21	14	24	17
	TOTAL	100%	100%	100%	100%
Disability	Full Cost	56%	61%	54%	59%
	Part of Cost	14	8	7	8
	None of Cost	30	31	39	32
	TOTAL	100%	100%	100%	100%
Parking	Full Cost	35%	74%	81%	68%
	Part of Cost	19	16	12	16
	None of Cost	46	10	7	16
	TOTAL	100%	100%	100%	100%
Housing	Full Cost	8%	4%	18%	6%
	Part of Cost	6	20	24	19
	None of Cost	86	76	58	75
	TOTAL	100%	100%	100%	100%

Table 68

Non-Health Benefits Provided to First Year Housestaff,

By Hospital Ownership, 1986-87

Benefit	Hospital Contributes	Hospital Ownership: State-Owned (N=39)	Municipally-Owned (N=33)	Church-Owned (N=47)	Other, Nonprofit (N=167)	Veterans Administration (N=55)	Nationwide (N=344)
Life Insurance	Full Cost	49%	67%	87%	85%	25%	70%
	Part of Cost	23	15	2	3	43	13
	None of Cost	28	18	11	12	32	17
	TOTAL	100%	100%	100%	100%	100%	100%
Disability	Full Cost	47%	58%	65%	70%	28%	59%
	Part of Cost	13	13	13	7	4	8
	None of Cost	40	29	22	24	68	32
	TOTAL	100%	100%	100%	100%	100%	100%
Parking	Full Cost	28%	73%	83%	64%	93%	68%
	Part of Cost	23	17	11	21	7	16
	None of Cost	49	10	6	15	0	16
	TOTAL	100%	100%	100%	100%	100%	100%
Housing	Full Cost	5%	16%	7%	5%	2%	6%
	Part of Cost	5	16	24	26	2	19
	None of Cost	89	69	68	69	96	75
	TOTAL	100%	100%	100%	100%	100%	100%

Table 69

Non-Health Benefits Provided to First Year Housestaff,
By Hospital Bed Size
1986-87

Benefit	Hospital Provides	Hospital Bed Size: 399 or Fewer (N=80)	400-549 (N=106)	550-699 (N=66)	700 or More (N=92)	Nationwide (N=344)
Life Insurance	Full Cost	63%	69%	71%	76%	70%
	Part of Cost	18	11	9	14	13
	None of Cost	20	20	20	10	17
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	60%	53%	64%	62%	59%
	Part of Cost	11	8	8	8	8
	None of Cost	29	39	29	30	32
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	66%	71%	76%	62%	68%
	Part of Cost	20	12	12	20	16
	None of Cost	14	18	12	18	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	1%	2%	8%	13%	6%
	Part of Cost	18	15	23	21	19
	None of Cost	80	83	68	67	75
	TOTAL	100%	100%	100%	100%	100%

Table 70

Non-Health Benefits: Provision of Meals

1986-87

	ONLY ON CALL				ON DUTY/ON CALL			
	Hospitals Responding	Full Cost	Reduced Cost	None of Cost	Hospitals Responding	Full Cost	Reduced Cost	None of Cost
Nationwide	237	75%	8%	17%	231	36%	26%	38%
Geographic Region								
Northeastern	93	71	9	20	94	25	32	44
Southern	54	74	6	20	44	34	21	46
Midwestern	60	78	8	13	59	49	24	27
Western	25	92	4	4	30	53	17	30
Affiliation Relationship								
University-Owned	42	74	10	17	30	17	20	63
Major Affiliate	166	75	8	18	156	33	26	40
Limited Affiliate	20	90	10	0	36	64	28	8
Hospital Ownership								
State-Owned	29	76	14	10	22	23	27	50
Municipally-Owned	14	71	29	0	25	64	12	24
Church-Owned	25	88	12	0	35	54	29	17
Other, Nonprofit	116	70	10	21	110	29	35	36
Veterans Administration	48	85	4	10	34	32	3	65
Hospital Bedsize								
399 or Fewer	61	62	20	18	53	26	28	45
400-549	67	88	12	0	70	40	24	36
550-699	46	78	4	17	44	41	34	25
700 or More	63	71	8	21	64	36	20	44

Table 71

Annual Vacation Provided to First Year Housestaff
1986-87

	Two Weeks or Less	Three Weeks	Four Weeks or More
Nationwide (N=343)	45%	35%	20%
Geographic Region			
Northeastern (N=130)	39	31	32
Southern (N=69)	62	29	8
Midwestern (N=96)	46	42	13
Western (N=43)	40	40	21
Affiliation Relationship			
University-Owned (N=49)	40	43	18
Major Affiliate (N=239)	46	32	21
Limited Affiliate (N=43)	47	44	9
Hospital Ownership			
State-Owned (N=39)	44	36	21
Municipally-Owned (N=33)	39	39	21
Church-Owned (N=47)	45	38	17
Other, Nonprofit (N=160)	43	36	21
Veterans Administration (N=58)	59	21	21
Hospital Bed Size			
399 or Fewer (N=81)	49	36	16
400-549 (N=107)	49	30	22
550-699 (N=63)	46	38	16
700 or More (N=92)	38	37	25

Table 72

Annual Vacation Provided to Second Year Housestaff
1986-87

	Two Weeks or Less	Three Weeks	Four Weeks or More
Nationwide (N=340)	16%	57%	28%
Geographic Region			
Northeastern (N=128)	15	51	35
Southern (N=69)	25	54	20
Midwestern (N=95)	10	66	24
Western (N=43)	16	58	26
Affiliation Relationship			
University-Owned (N=49)	16	55	29
Major Affiliate (N=236)	15	56	28
Limited Affiliate (N=43)	16	70	14
Hospital Ownership			
State-Owned (N=39)	23	49	28
Municipally-Owned (N=33)	24	46	30
Church-Owned (N=47)	11	70	19
Other, Nonprofit (N=159)	13	60	28
Veterans Administration (N=56)	20	46	34
Hospital Bed Size			
399 or Fewer (N=79)	10	70	20
400-549 (N=107)	14	55	31
550-699 (N=62)	21	53	26
700 or More (N=92)	19	50	31

Table 73

Time Allotted House Officers for Attending Seminars
1986-87

	Less than 5 days	5 days	More Than 5 days
Nationwide (N=204)	16%	48%	36
Geographic Region			
Northeastern (N=71)	21	56	23
Southern (N=37)	14	51	35
Midwestern (N=66)	9	41	50
Western (N=26)	27	35	39
Affiliation Relationship			
University-Owned (N=18)	11	33	56
Major Affiliate (N=146)	18	48	34
Limited Affiliate (N=34)	15	50	35
Hospital Ownership			
State-Owned (N=16)	13	44	44
Municipally-Owned (N=16)	13	63	25
Church-Owned (N=33)	12	49	39
Other, Nonprofit (N=106)	15	52	33
Veterans Administration (N=29)	28	24	48
Hospital Bed Size			
399 or Fewer (N=50)	22	52	26
400-549 (N=66)	8	53	39
550-699 (N=38)	13	47	39
700 or More (N=50)	24	36	40

CHAPTER III

HOSPITAL EXPENDITURES (Tables 74-78)

Respondents are asked to report their average gross expenditures on housestaff stipends and fringe benefits, and, whenever possible, to further divide such expenditures into funds supporting residents as opposed to clinical fellows. The average (mean) expenditure for salaries and fringe benefits for residents only in 1985-86 was $4,249,044 for the 353 hospitals responding to this question. For the 117 hospitals which were able to identify funding for clinical fellows, the average was $698,174 per institution. These figures represent an increase of $196,463 (4.63%) and $73,868 (10.59%) respectively, a slower rate of increase than was evident the from 1983-84 to 1984-1985. This information is not disaggregated by full time equivalent (FTEs) by year of training, and readers are cautioned that increases or decreases in reported expenditures could be due to a combination of at least three factors: 1) an increase in the absolute number of housestaff in the hospitals; 2) large numbers of trainees in the later years of their residency or fellowship who are, therefore, more highly paid; and/or 3) a change in the intensity or costs of benefits provided.

The mean and median ratios of fringe benefits to stipends for residents and fellows appear as Tables 76-77.

SOURCES OF FUNDING (Tables 79-86)

In addition to reporting gross expenditures for housestaff stipends and benefits, respondents are asked to identify the component sources used to pay these costs. By far the largest funding source continues to be patient revenues. In 1985-86, 80.7 percent of the funds supporting residents came from patient revenues, as did 60.4 percent of the funding for clinical fellows. University-owned institutions rely on patient revenues less predominantly, with such funds supporting 70.0 percent of residency costs and 31.0 percent of the stipend/fringe benefit payments to clinical fellows.

These same university-owned hospitals, on average, receive a greater proportion of state appropriations earmarked for housestaff expenses (10.8%) than any other institutional category except for state-owned hospitals, which receive 15.5 percent of the funds needed to support housestaff expenses from state appropriations. It should be noted, however, that two-thirds of responding university-owned hospitals are also state-owned. State-owned hospitals rely on patient care revenues, on average, to support 63.4 percent of their residency expenses and 29.8 percent of their payments for the stipends and fringe benefits provided their clinical fellows.

Figures 4 and 5 illustrate the sources of funding used to pay the identified housestaff expenses nationwide. These figures and their complimentary table (Table 79) do not include Veterans Administration hospitals. Due to the fact that most of the nation's VA hospitals belong to COTH and have a high response rate to this survey, their data overstates and thereby distorts the VA's share of the funding support, nationwide.

Table 74

Average Expenditures for Residents' Stipends and Fringe Benefits
1985-86

	Number of Hospitals	Expenditures for Residents' Stipends & Fringe Benefits	
		Mean	Median
All Responding Hospitals	353	$4,249,044	$2,940,000
Geographic Region			
Northeastern	135	4,344,348	3,473,219
Southern	73	4,129,378	3,113,222
Midwestern	97	3,994,335	2,558,851
Western	43	4,940,677	3,831,017
Affiliation Relationship			
University-Owned	52	7,049,188	6,707,204
Major Affiliate	252	3,952,013	2,654,037
Limited Affiliate	38	2,522,027	2,270,700
Hospital Ownership			
State-Owned	38	6,637,690	6,600,000
Municipally-Owned	33	6,701,133	5,896,244
Church-Owned	46	3,469,636	2,534,100
Other, Nonprofit	167	4,140,221	2,897,000
Veterans Administration	64	2,631,774	2,267,243
Hospital Bedsize			
399 or Fewer	84	2,569,670	1,833,091
400-549	105	3,256,384	2,562,000
550-699	67	3,940,292	3,309,443
700 or More	97	6,991,146	5,569,732

Table 75

Average Expenditures for Clinical Fellows' Stipends and Fringe Benefits
1985-86

	Number of Hospitals	Expenditures for Fellows' Stipends & Fringe Benefits: Mean	Median
All Responding Hospitals	117	$ 698,174	$335,000
Geographic Region			
Northeastern	59	700,806	385,101
Southern	18	830,019	436,766
Midwestern	30	523,658	132,920
Western	10	968,870	307,249
Affiliation Relationship			
University-Owned	18	1,166,670	604,325
Major Affiliate	85	656,227	280,524
Limited Affiliate	13	362,101	158,002
Hospital Ownership			
State-Owned	12	1,249,124	728,040
Municipally-Owned	6	2,051,061	455,589
Church-Owned	21	170,208	124,722
Other, Nonprofit	62	731,962	381,661
Veterans Administration	16	339,652	240,967
Hospital Bedsize			
399 or Fewer	25	465,104	307,249
400-549	33	487,619	280,524
550-699	24	431,189	177,160
700 or More	35	1,246,251	494,130

Table 76

Residents' Stipends and Benefits as a Percentage of
Hospital's Total Operating Budget, 1985-86

	Number of Hospitals	Percentage of Hospital Budget	
		Median	Mean
All Responding Hospitals	324	3.3%	3.7%
Geographic Region			
Northeastern	130	3.4	3.8
Southern	62	3.1	3.7
Midwestern	89	3.0	3.1
Western	38	4.0	4.9
Affiliation Relationship			
University-Owned	46	4.8	5.3
Major Affiliate	230	3.2	3.6
Limited Affiliate	38	2.3	2.5
Hospital Ownership			
State-Owned	36	4.8	5.6
Municipally-Owned	30	4.7	5.0
Church-Owned	39	2.4	2.8
Other, Nonprofit	156	3.0	3.2
Veterans Administration	59	3.6	3.8
Hospital Bed Size			
399 or Fewer	77	3.4	3.8
400-549	95	3.1	3.3
550-699	61	3.1	3.8
700 or More	91	3.7	3.9

Table 77

Ratio of Fringe Benefits to Stipend Expenditures for Residents
1985-86

	Number of Hospitals	Mean	Median
Nationwide	343	.179	.170
Geographic Region			
Northeastern	132	.196	.190
Southern	70	.160	.140
Midwestern	97	.174	.160
Western	39	.166	.158
Affiliation			
University	51	.164	.160
Major	244	.179	.168
Limited	37	.202	.196
Hospital Ownership			
State	37	.151	.147
Municipal	32	.167	.140
Church	45	.206	.190
Other	164	.203	.193
Veterans Adm.	61	.116	.111
Hospital Bed Size			
399 or Fewer	81	.176	.172
400-549	100	.169	.162
550-699	66	.181	.170
700 or More	96	.189	.172

Table 78

Ratio of Fringe Benefits to Stipend Expenditures for Fellows
1985-86

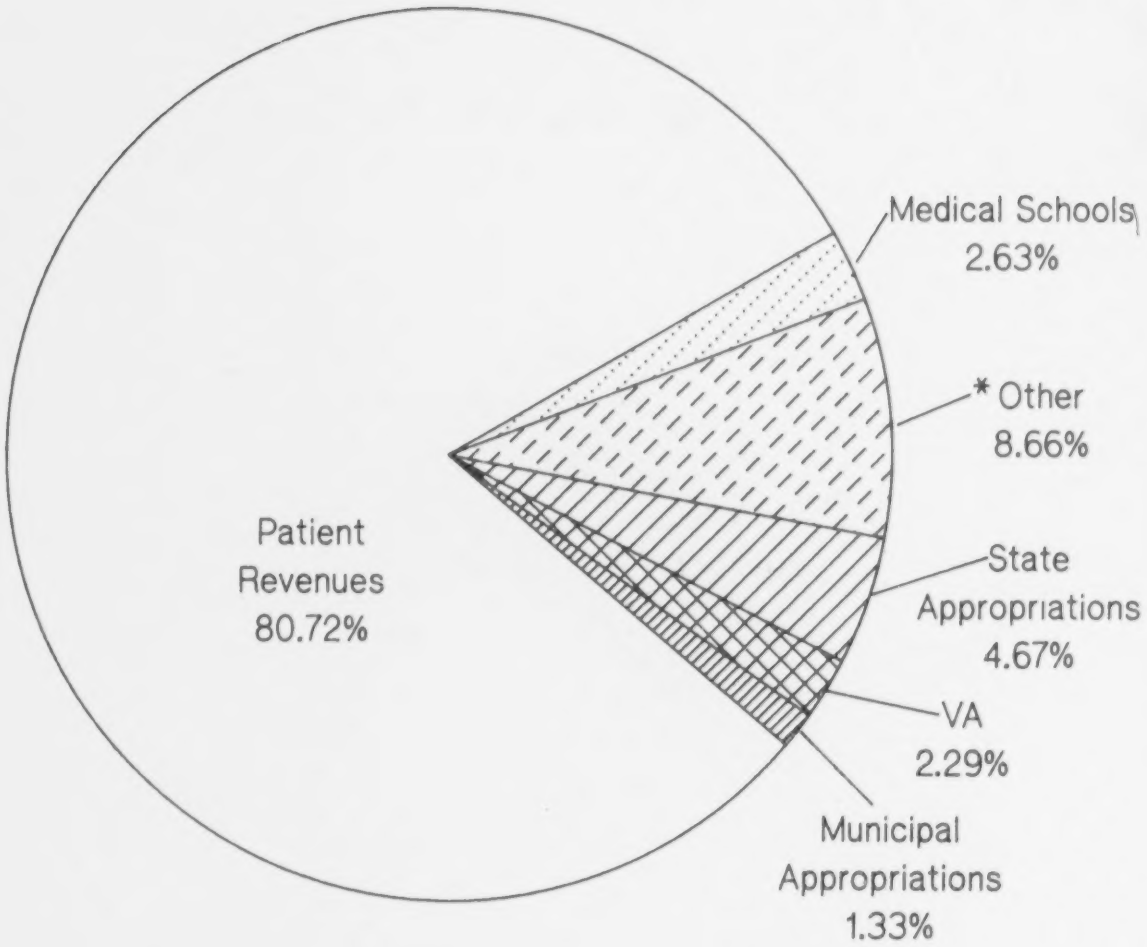
	Number of Hospitals	Mean	Median
Nationwide	115	.188	.175
Geographic Region			
Northeastern	58	.200	.200
Southern	18	.219	.150
Midwestern	29	.153	.133
Western	10	.167	.116
Affiliation			
University	18	.172	.158
Major	83	.189	.175
Limited	13	.210	.199
Hospital Ownership			
State	12	.155	.128
Municipal	6	.173	.132
Church	21	.228	.175
Other	60	.205	.200
Veterans Adm.	16	.105	.111
Hospital Bed Size			
399 or Fewer	25	.181	.191
400-549	32	.191	.180
550-699	24	.165	.170
700 or More	34	.208	.152

Table 79

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86 NATIONWIDE (Excluding VA Hospitals)

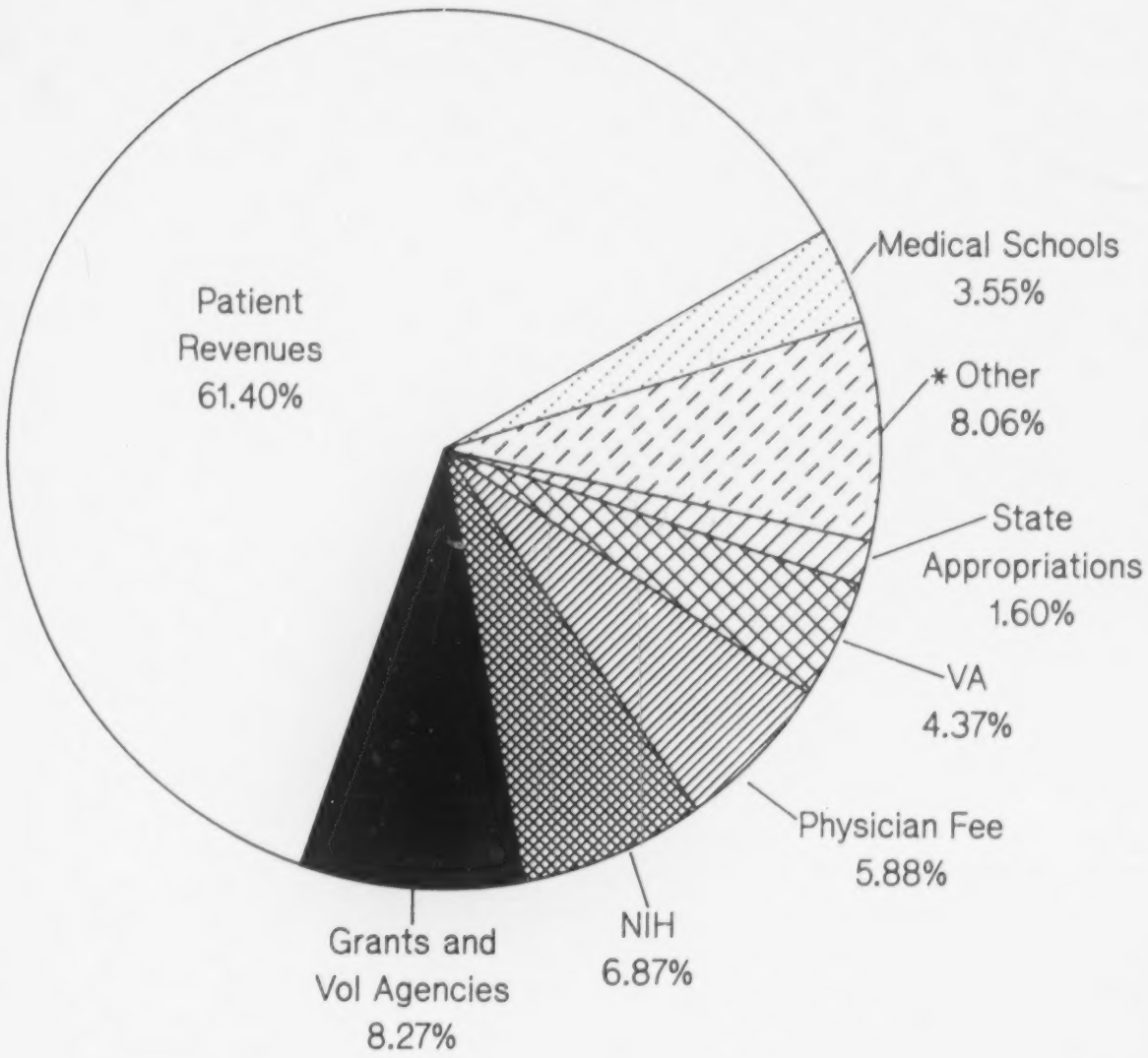
	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	80.72%	61.40%
State Appropriations Earmarked for Housestaff Expenses	4.67	1.60
Municipal Appropriations Earmarked for Housestaff Expenses	1.33	0.41
Veterans Administration Appropriations	2.29	4.37
Physician Fee Revenue	0.51	5.88
Medical School/University Funds	2.63	3.55
NIH	0.69	6.87
Other Federal Agencies	0.51	1.35
Endowment Income	0.24	0.71
Foundation Grants, Voluntary Agencies	1.30	8.27
Other	5.41	5.59
TOTAL	100.00%	100.00%
Number of Hospitals	285	100

Figure 4:
Residents Stipends and Benefits:
Sources of Funding
- Excluding VA Hospitals -
1985 - 1986



*Also includes Physician Fee, NIH, Federal Agencies, Grants and Voluntary Agencies, and Endowments

Figure 5:
Clinical Fellows Stipends and Benefits:
Sources of Funding
– Excluding VA Hospitals –
1985 – 1986



*Also includes Endowments, Municipal Appropriations, and Federal Agency

Table 80

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86
UNIVERSITY-OWNED (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	70.08%	31.05%
State Appropriations Earmarked for Housestaff Expenses	10.83	2.10
Municipal Appropriations Earmarked for Housestaff Expenses	0.06	0.00
Veterans Administration Appropriations	4.32	9.47
Physician Fee Revenue	0.85	16.46
Medical School/University Funds	5.29	3.34
NIH	0.30	9.58
Other Federal Agencies	0.22	3.09
Endowment Income	0.08	0.00
Foundation Grants, Voluntary Agencies	0.51	11.16
Other	7.46	13.75
TOTAL	100.00%	100.00%
Number of Hospitals	51	18

Table 81

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86

MAJOR AFFILIATE (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	82.90%	70.78%
State Appropriations Earmarked for Housestaff Expenses	2.48	1.55
Municipal Appropriations Earmarked for Housestaff Expenses	2.10	0.62
Veterans Administration Appropriations	1.74	2.63
Physician Fee Revenue	0.42	1.98
Medical School/University Funds	1.83	3.76
NIH	0.97	6.40
Other Federal Agencies	0.72	0.75
Endowment Income	0.35	1.05
Foundation Grants, Voluntary Agencies	1.85	7.87
Other	4.65	2.62
TOTAL	100.00%	100.00%
Number of Hospitals	188	68

Table 82

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86
LIMITED (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	95.09%	96.69%
State Appropriations Earmarked for Housestaff Expenses	1.22	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	0.00	0.00
Physician Fee Revenue	0.07	0.00
Medical School/University Funds	0.18	2.35
NIH	0.00	0.00
Other Federal Agencies	0.02	0.00
Endowment Income	0.00	0.36
Foundation Grants, Voluntary Agencies	0.01	0.00
Other	3.40	0.61
TOTAL	100.00%	100.00%
Number of Hospitals	41	14

Table 83

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86
STATE-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	63.41%	29.80%
State Appropriations Earmarked for Housestaff Expenses	15.58	2.85
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	4.54	10.65
Physician Fee Revenue	1.09	23.06
Medical School/University Funds	6.77	4.84
NIH	0.41	12.29
Other Federal Agencies	0.53	4.33
Endowment Income	0.11	1.01
Foundation Grants, Voluntary Agencies	0.53	7.99
Other	7.04	3.19
TOTAL	100.00%	100.00%
Number of Hospitals	37	12

Table 84

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86

MUNICIPALLY-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	65.61%	59.79%
State Appropriations Earmarked for Housestaff Expenses	2.04	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	6.05	0.00
Veterans Administration Appropriations	3.29	0.00
Physician Fee Revenue	0.62	0.00
Medical School/University Funds	2.39	0.00
NIH	2.92	11.80
Other Federal Agencies	0.84	2.29
Endowment Income	1.19	1.98
Foundation Grants, Voluntary Agencies	5.66	19.70
Other	9.40	4.44
TOTAL	100.00%	100.00%
Number of Hospitals	33	6

Table 85

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86
CHURCH-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	91.89%	87.63%
State Appropriations Earmarked for Housestaff Expenses	2.68	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	1.88	0.00
Physician Fee Revenue	0.00	1.74
Medical School/University Funds	0.54	0.00
NIH	0.07	0.00
Other Federal Agencies	0.02	0.00
Endowment Income	0.00	2.43
Foundation Grants, Voluntary Agencies	0.03	5.33
Other	2.90	2.88
TOTAL	100.00%	100.00%
Number of Hospitals	46	21

Table 86

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1985-86
OTHER, NONPROFIT

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	88.78%	70.34%
State Appropriations Earmarked for Housestaff Expenses	2.00	1.75
Municipal Appropriations Earmarked for Housestaff Expenses	0.64	0.69
Veterans Administration Appropriations	1.26	3.79
Physician Fee Revenue	0.38	2.05
Medical School/University Funds	1.70	4.36
NIH	0.24	4.26
Other Federal Agencies	0.53	0.21
Endowment Income	0.05	0.13
Foundation Grants, Voluntary Agencies	0.50	5.50
Other	3.93	6.93
TOTAL	100.00%	100.00%
Number of Hospitals	164	61

Appendix A

Dollar and Percentage Increases in Mean First-Year Housestaff Stipends 1969-1987

Academic Year	Mean Stipend*	Dollar Increase Over Previous Year	Percentage Increase Over Previous Year
1969-70	$ 7,325	--	--
1970-71	8,115	$ 790	10.8%
1971-72	9,198	1,083	13.3
1972-73	9,698	500	5.4
1973-74	10,114	416	4.3
1974-75	10,692	578	5.7
1975-76	11,685	993	9.2
1976-77	12,371	686	5.9
1977-78	13,145	774	6.3
1978-79	13,904	759	5.8
1979-80	14,811	907	6.5
1980-81	16,017	1,206	8.1
1981-82	17,301	1,284	8.0
1982-83	18,910	1,609	9.3
1983-84	19,868	958	5.1
1984-85	20,808	940	4.7
1985-86	21,462	654	3.1
1986-87	22,006	544	2.5

*Mean stipend figures represent the projected amounts reported on each annual survey and are not revised by historical data received in the subsequent year.

Appendix B

Ratios of Residents to Beds
1985-86

	Median Ratio
Nationwide (N=355)	.196
Geographic Region	
Northeastern (N=137)	.196
Southern (N=74)	.190
Midwestern (N=96)	.178
Western (N=43)	.280
Affiliation Relationship	
University-Owned (N=52)	.562
Major Affiliate (N=250)	.184
Limited Affiliate (N=41)	.127
Hospital Ownership	
State-Owned (N=38)	.542
Municipally-Owned (N=32)	.329
Church-Owned (N=47)	.135
Other, Nonprofit (N=169)	.208
Veterans Administration (N=63)	.160
Hospital Bed Size	
399 or Fewer (N=83)	.218
400-549 (N=107)	.184
550-699 (N=67)	.191
700 or More (N=98)	.201

Appendix C

Ratios of Post-M.D. Trainees to Beds (Includes Fellows)
1985-86

	Median Ratio
Nationwide (N=246)	.229
Geographic Region	
Northeastern (N=103)	.237
Southern (N=44)	.232
Midwestern (N=70)	.210
Western (N=28)	.280
Affiliation Relationship	
University-Owned (N=38)	.667
Major Affiliate (N=168)	.225
Limited Affiliate (N=34)	.148
Hospital Ownership	
State-Owned (N=26)	.655
Municipally-Owned (N=19)	.362
Church-Owned (N=38)	.142
Other, Nonprofit (N=126)	.240
Veterans Administration (N=34)	.182
Hospital Bed Size	
399 or Fewer (N=57)	.261
400-549 (N=76)	.217
550-699 (N=44)	.229
700 or More (N=69)	.231

Appendix D

Minorities as a Percentage of Total Residents
1985-86

Nationwide	Number of Hospitals Responding	Mean	Median
Geographic Region	260	7.11%	4.41%
Northeastern	105	6.83	4.00
Southern	46	6.64	3.39
Midwestern	79	7.08	4.54
Western	27	8.59	6.74
Affiliation Relationship			
University-Owned	41	5.97	3.48
Major Affiliate	181	7.49	4.93
Limited Affiliate	29	5.66	3.63
Hospital Ownership			
State-Owned	29	5.47	3.65
Municipally-Owned	27	9.81	7.80
Church-Owned	38	5.67	4.27
Other, Nonprofit	132	6.34	3.73
Veterans Administration	31	10.93	6.74
Hospital Bed Size			
399 or Fewer	61	9.01	4.93
400-549	76	8.09	4.58
550-699	52	5.43	3.49
700 or More	71	5.67	4.12

Note: Percentages of minority housestaff are somewhat higher this year than in the past two years; this is due to a difference in method of calculation rather than an actual increase. These tables in 1984 and 1985 inadvertantly included those hospitals which did not respond to the question; in calculating means and medians this year, non-respondents were excluded. The current percentages are thus based on a smaller number of hospitals, but are a more accurate representation of this question.

Appendix E

Minorities as a Percentage of Total Residents and Fellows
1985-86

Nationwide	Number of Hospitals Responding	Mean	Median
Geographic Region	185	5.88%	3.77%
Northeastern	83	5.91	3.77
Southern	27	3.97	2.07
Midwestern	57	6.25	4.50
Western	17	7.14	4.56
Affiliation Relationship			
University-Owned	32	4.23	2.70
Major Affiliate	124	6.19	3.66
Limited Affiliate	24	5.92	3.81
Hospital Ownership			
State-Owned	21	4.89	3.81
Municipally-Owned	17	9.38	6.62
Church-Owned	30	5.50	3.36
Other, Nonprofit	98	4.95	3.12
Veterans Administration	18	9.07	4.77
Hospital Bed Size			
399 or Fewer	41	6.45	4.28
400-549	57	7.03	4.00
550-699	36	4.52	2.63
700 or More	51	5.09	3.73

COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

April 1986

Name of Hospital _____

City/State _____

Membership Code # _____

A. Housestaff Funding

1. What is the cash stipend per year?

Are 1986-87 stipends estimated? YES _____ NO _____

	1986-87	1985-86
1st Post-MD Year	$_____	$_____
2nd Post-MD Year	$_____	$_____
3rd Post-MD Year	$_____	$_____
4th Post-MD Year	$_____	$_____
5th Post-MD Year	$_____	$_____
6th Post-MD Year	$_____	$_____

2. Is the cash stipend the same across all *specialties*? YES _____ NO _____

If no, which specialties have stipends that are higher or lower than the figures reported above? _____

3. How many full-time equivalent (f.t.e.) residents and fellows does the hospital have? a. Residents _____ b. Clinical Fellows _____

4. Please indicate the distribution of FTE residents and clinical fellows by post-graduate year in 1985-86.
("Residents" are defined as those individuals participating in one of the 23 specialty programs accredited by actions of the Residency Review Committees as listed in the 1986-87 *Directory of Residency Training Programs*, pp. 10-11)

	Number	
	Residents	Clinical Fellows
PGY 1	_____	X
PGY 2	_____	X
PGY 3	_____	X
PGY 4	_____	_____
PGY 5	_____	_____
PGY 6	_____	_____
Beyond PGY 6	_____	_____

5. What sources are used to pay the costs of 1985-86 stipends and fringe benefits for housestaff at your hospital? (If you cannot separate the data by resident/fellow please use column 1, and check this box.)

	1.) Residents	2.) Clinical Fellows
a. Patient revenues and general operating appropriations for the hospital	$_____	$_____
b. State appropriations earmarked for housestaff expenses	$_____	$_____
c. Municipal appropriations earmarked for housestaff expenses	$_____	$_____
d. Veterans Administration appropriations	$_____	$_____
e. Physician fee revenue	$_____	$_____
f. Medical school/university funds	$_____	$_____
g. NIH	$_____	$_____
h. Other federal agencies	$_____	$_____
i. Endowment income	$_____	$_____
j. Foundation grants/voluntary agencies	$_____	$_____
k. Other (specify)_____	$_____	$_____
l. Other (specify)_____	$_____	$_____
M. TOTAL	$_____	$_____

6. Based on the amount enumerated in question 5 above, what is the estimated total dollars to be spent on stipends and fringe benefits for housestaff in your hospital in 1985-86?

	Residents	Clinical Fellows
a. Stipends	$_____	$_____
b. Fringe Benefits (including FICA and other insurance)	$_____	$_____
C. TOTAL (Should be the same as 5.M above)	$_____	$_____

7. What percentage of the *hospital's* total operating budget is spent for housestaff stipends and benefits?

Residents _____ %

Clinical Fellows _____ %

B. Housestaff Benefits

8. What percentage of the costs for health insurance premiums does your hospital contribute?

Housestaff _____ %

Dependents _____ %

Check those health benefits covered:

	Housestaff	Dependents
a. Hospitalization including inpatient physician services and major medical including at least a portion of outpatient services	_____	_____
b. Dental services	_____	_____
c. Prescription drugs	_____	_____
d. Hospital employee health service program	_____	_____

9. Please check below to indicate whether the following benefits are provided to 1st year house officers:

	Hospital Provides at No Cost	Reduced Rate	Hospital Does Not Provide
a. Life insurance			
b. Disability insurance			
c. Parking			
d. Housing			
e. Meals (1) when working and on call			
(2) only when on call			

10. Does your hospital offer psychiatric counseling or psychosocial support *at no cost* to housestaff? _____yes _____no

11. a. How many weeks of vacation do house officers receive during a year? 1) 1st year house officers_____ 2) 2nd year house officers_____

b. During the year, how many days may a house officer spend in off-site educational seminars? _____days

12. a. Does your hospital have a written policy regarding maternity leave for housestaff? _____yes _____no
If yes, what is the duration of leave? _____before delivery _____after delivery

b. For maternity leave, what category of leave is credited?
_____sick _____vacation _____maternity _____short-term disability _____leave w/o pay

c. For residents taking maternity leave, does your hospital have a written policy regarding the fulfillment of educational responsibilities?
_____yes _____no

d. What entity monitors a written or informal maternity leave policy to verify that acceptable training requirements are met?
Medical school administration_____ Clinical departments_____ Housestaff office_____ Training program director_____
Other (please describe)_____

The AAMC receives frequent requests from member hospitals to share information relating to certain housestaff policies. We would appreciate it if you can send us a copy of your maternity leave policy.

C. Other Issues

13. a. Is your hospital planning to increase or decrease the number of housestaff positions funded by the hospital for the period beginning July 1, 1986? _____Increase? _____number of positions _____Decrease? _____number of positions

b. In which programs will there be the greatest change in the number of resident positions offered in 1986-87?

Programs to Increase	# Positions Added
Programs to Decrease	**# Positions Eliminated**

14. a. Do you offer any positions for "volunteer" (unpaid) residents who do not receive funding from any source, including patient fees?
_____yes _____no If yes, number of "volunteer" residents on-duty in 1985-86 _____

b. Please indicate which three specialties have the largest numbers of "volunteer" residents.

Specialty	# of Residents

15. a. There are some arrangements by which entities such as foreign governments sponsor clinical specialty training for individuals at specific institutions. Does your hospital currently have any similar arrangements for "externally-funded" residents?
_____yes _____no If yes, number on-duty in 1985-86 _____

b. Please indicate which three specialties have the largest numbers of "externally-funded" residents.

Specialty	# of Residents

c. Please indicate the number of "externally-funded" residents funded by each of the following sources: Military_____
Foreign gov't_____Other (specify)_____

16. Do any of your residents receive a portion of their training in a staff-model HMO?
_____yes _____no If yes, approximate number of FTEs:_____

If there is a written agreement regarding the administrative and financial arrangements of the HMO aspect of training, we would appreciate it if you would send us a copy.

17. Please indicate the number of house officers at your hospital who belong to underrepresented minorities.

	Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr	Total	1st Yr	Total	1st Yr	Total	1st Yr	Total
Family Practice								
Medical Specialties								
Surgical Specialties								
Other Specialties								

THANK YOU.

Person to contact for questions about this questionnaire _____
Mailing Address _____
Area Code and Telephone Number _____

Please complete and return by *May 30, 1986* to:

Department of Teaching Hospitals, Association of American Medical Colleges
One Dupont Circle, N.W., Suite #200, Washington, DC 20036 • (202) 828-0496

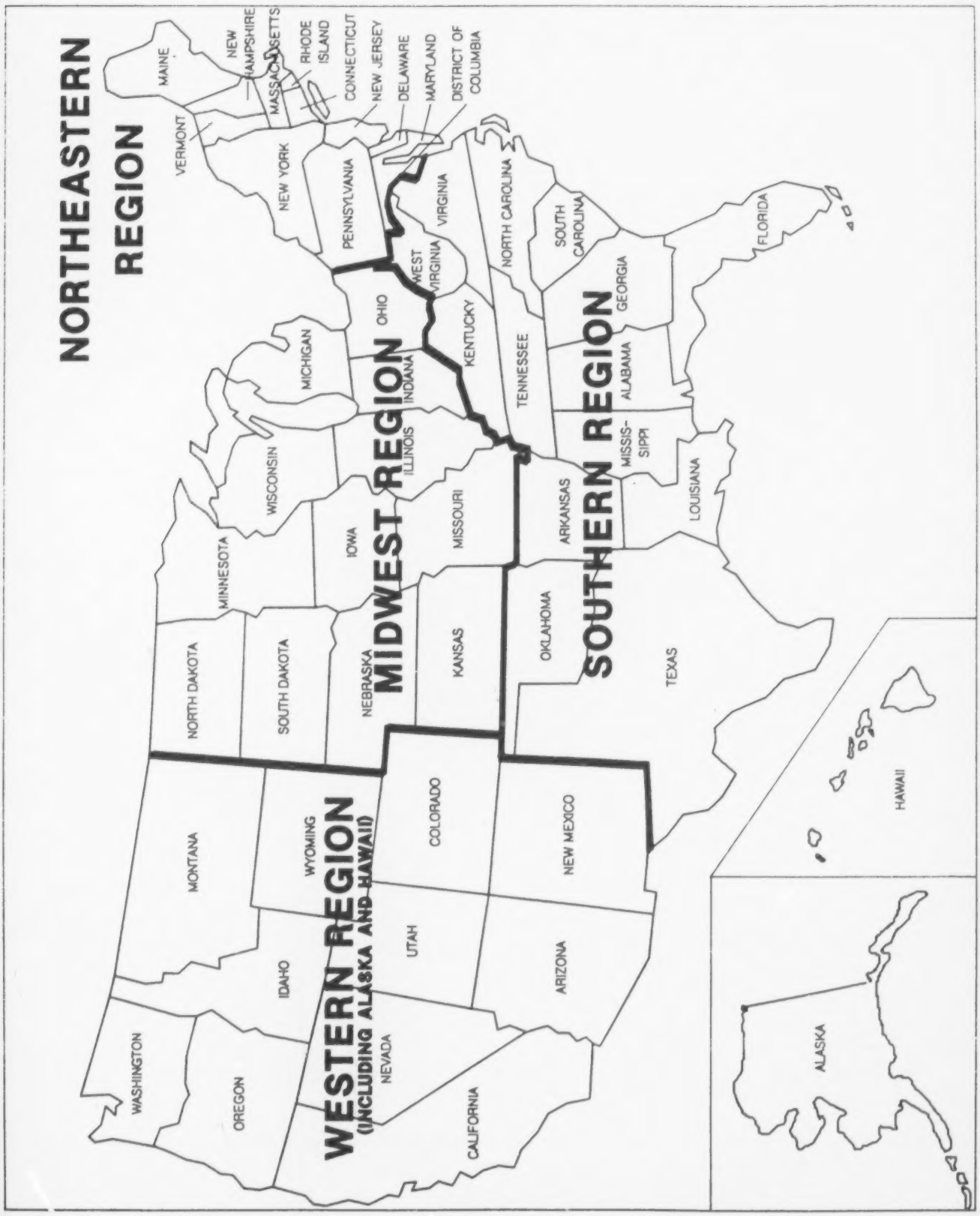
Appendix G

Response Rate for 1986 Survey of Housestaff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
Total Membership	369	442	83%
Geographic Region			
Northeastern	138	172	80
Southern	77	87	89
Midwestern	103	116	89
Western	46	52	88
Affiliation Relationship			
University-Owned	53	60	88
Major Affiliate	261	307	85
Limited Affiliate	43*	51**	84
Hospital Ownership			
State-Owned	40	43	93
Municipally-Owned	34	37	92
Church-Owned	48	56	86
Other, Non-Profit	174	215	81
Veterans Administration	67	72	93
Hospital Bed Size			
399 or Fewer	88	112	79
400 - 549	112	133	84
550 - 699	70	82	85
700 or More	99	111	89

* Includes six unaffiliated hospitals.

** Includes seven unaffiliated hospitals.


NORTHEASTERN REGION
MAINE
VERMONT
NEW HAMPSHIRE
MASSACHUSETTS
RHODE ISLAND
CONNECTICUT
NEW JERSEY
DELAWARE
MARYLAND
DISTRICT OF COLUMBIA
NEW YORK
PENNSYLVANIA
MIDWEST REGION
MICHIGAN
OHIO
INDIANA
ILLINOIS
WISCONSIN
MINNESOTA
IOWA
MISSOURI
NORTH DAKOTA
SOUTH DAKOTA
NEBRASKA
KANSAS
SOUTHERN REGION
WEST VIRGINIA
VIRGINIA
NORTH CAROLINA
SOUTH CAROLINA
GEORGIA
FLORIDA
KENTUCKY
TENNESSEE
ALABAMA
MISSIS-SIPPI
LOUISIANA
ARKANSAS
OKLAHOMA
TEXAS
WESTERN REGION
(INCLUDING ALASKA AND HAWAII)
WASHINGTON
OREGON
CALIFORNIA
NEVADA
IDAHO
MONTANA
WYOMING
UTAH
COLORADO
ARIZONA
NEW MEXICO
ALASKA
HAWAII